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Human resources management

Composition of the Secretariat

Report of the Secretary-General*

Summary

The present annual report of the Secretary-General on the composition of the Secretariat is submitted pursuant to General Assembly resolutions concerning human resources management, the most recent of which are resolutions 57/305, 59/266, 60/238 and 61/244.

The analysis of the workforce of the global Secretariat reflects the current trends over the period from 1 July 2007 to 30 June 2008. The report considers all staff (39,503) of the Secretariat, regardless of type and length of contract. Separately analysed are the workforce characteristics of staff with an appointment of one year or more under the 100 series of the Staff Rules (12,328) and staff under the system of desirable ranges in posts subject to geographical distribution (2,797).

Pursuant to section XVIII of General Assembly resolution 59/266, in which the Assembly requested the Secretary-General to submit consolidated reports, as appropriate, addenda to the present report are before the Assembly on the following subjects: gratis personnel provided by Governments and other entities (A/63/310/Add.1), employment of retirees and retired former staff, and extension of staff beyond the mandatory age of separation (A/63/310/Add.2) and employment of consultants and individual contractors (A/63/310/Add.3).

The Secretary-General invites the General Assembly to take note of the present report.

* The delay in submission of the report was due to the need for internal consultations.

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Abbreviations

AMISOM	African Union Mission in Somalia
BINUB	United Nations Integrated Office in Burundi
BONUCA	United Nations Peacebuilding Support Office in the Central African Republic
CNMC	Cameroon-Nigeria Mixed Commission
CTED	Counter-Terrorism Committee Executive Directorate
DESA	Department of Economic and Social Affairs
DFS	Department of Field Support
DGACM	Department for General Assembly and Conference Management
DM	Department of Management
DM/CMP	Capital Master Plan Office
DM/OCSS	Office of Central Support Services
DM/OHRM	Office of Human Resources Management
DM/OPPBA	Office of Programme Planning, Budget and Accounts
DM/OUSG	Office of the Under-Secretary-General
DM/SECCOM	Secretariats of the Fifth Committee, the Advisory Committee on Administrative and Budgetary Questions, the United Nations Board of Auditors and Panel of External Auditors and the Independent Audit Advisory Committee
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DSS	Department of Safety and Security
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EO	Ethics Office
EOSG	Executive Office of the Secretary-General

ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
FM/DFS	Field missions administered by the Department of Field Support
FPMS	Field Personnel Management System
ICJ	International Court of Justice
ICSC	International Civil Service Commission
ICTR	International Criminal Tribunal for Rwanda
ICTY	International Tribunal for the Former Yugoslavia
IMIS	Integrated Management Information System
IOB	Inter-organizational bodies, including the secretariat of the Joint Inspection Unit
ITC	International Trade Centre
MINUGUA	United Nations Verification Mission in Guatemala
MINURCAT	United Nations Mission in the Central African Republic and Chad
MINURSO	United Nations Mission for the Referendum in Western Sahara
MINUSTAH	United Nations Stabilization Mission in Haiti
MONUC	United Nations Organization Mission in the Democratic Republic of the Congo
MSTAH	Mission staff temporarily assigned to Headquarters
OCHA	Office for the Coordination of Humanitarian Affairs
ODA	Office for Disarmament Affairs
OHCHR	Office of the United Nations High Commissioner for Human Rights
OHRLLS	Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States
OIOS	Office of Internal Oversight Services
OLA	Office of Legal Affairs
OO	Office of the Ombudsman

OPRSG/SL	Office of the Personal Representative of the Secretary-General for Southern Lebanon
OSAA	Office of the Special Adviser on Africa
OSRSG/CAAC	Office of the Special Representative of the Secretary-General for Children and Armed Conflict
OSESG/LRA	Office of the Special Envoy of the Secretary-General for Lord's Resistance Army-affected Areas
RC/NY	Regional Commissions New York Office
UNAMA	United Nations Assistance Mission in Afghanistan
UNAMI	United Nations Assistance Mission for Iraq
UNAMID	African Union-United Nations Hybrid Operation in Darfur
UNAT	United Nations Administrative Tribunal and its secretariat
UNCC	United Nations Compensation Commission
UNDOF	United Nations Disengagement Observer Force
UNCTAD	United Nations Conference on Trade and Development
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNFICYP	United Nations Peacekeeping Force in Cyprus
UNFIP	United Nations Fund for International Partnerships
UNFPA	United Nations Population Fund
UN-Habitat	United Nations Human Settlements Programme
UNIFIL	United Nations Interim Force in Lebanon
UNIIIC	United Nations International Independent Investigation Commission
UNIOSIL	United Nations Integrated Office in Sierra Leone
UNITAR	United Nations Institute for Training and Research
UNJSPF	United Nations Joint Staff Pension Fund
UNLB	United Nations Logistics Base in Brindisi, Italy
UNMEE	United Nations Mission in Ethiopia and Eritrea
UNMIK	United Nations Interim Administration Mission in Kosovo
UNMIL	United Nations Mission in Liberia

UNMIN	United Nations Mission in Nepal
UNMIS	United Nations Mission in the Sudan
UNMISET	United Nations Mission of Support in East Timor
UNMIT	United Nations Integrated Mission in Timor-Leste
UNMOGIP	United Nations Military Observer Group in India and Pakistan
UNOCI	United Nations Operation in Côte d'Ivoire
UNODC	United Nations Office on Drugs and Crime
UNOG	United Nations Office at Geneva
UNOGBIS	United Nations Peacebuilding Support Office in Guinea-Bissau
UNOMIG	United Nations Observer Mission in Georgia
UNON	United Nations Office at Nairobi
UNOPS	United Nations Office for Project Services
UNOSEK	Office of the Special Envoy of the Secretary-General for the future status process for Kosovo
UNOV	United Nations Office at Vienna
UNOWA	United Nations Office for West Africa
UNPOS	United Nations Political Office for Somalia
UNRCCA	United Nations Regional Centre for Preventive Diplomacy for Central Asia
UNSCO	Office of the United Nations Special Coordinator for the Middle East Peace Process
UNSCOL	Office of the Special Coordinator of the Secretary-General for Lebanon
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNU	United Nations University
UNTSO	United Nations Truce Supervision Organization

I. Introduction

1. The present annual report of the Secretary-General on the composition of the Secretariat is submitted pursuant to General Assembly resolutions concerning human resources management, the most recent of which are resolutions 57/305, 59/266, 60/238 and 61/244. The report, covering the period from 1 July 2007 to 30 June 2008, provides information on important demographic characteristics of the Secretariat and the system of desirable ranges for the geographical distribution of staff (see annex I).

2. To present a snapshot of the global Secretariat staff, the population of the current report includes all staff with valid contracts[1] as at 30 June 2008, irrespective of source of funding, type of appointment, duration of contract, level or duty station. Staff included in the analysis are those serving at headquarters duty stations (New York, Geneva, Vienna and Nairobi), at the regional commissions (Economic Commission for Africa, Economic Commission for Europe, Economic Commission for Latin America and the Caribbean, Economic and Social Commission for Asia and the Pacific and Economic and Social Commission for Western Asia), in field locations where they are administered by the Department of Economic and Social Affairs, the Department of Political Affairs, the Department of Public Information, the Department of Peacekeeping Operations, the Office for the Coordination of Humanitarian Affairs, the Office for Disarmament Affairs, the Office of the United Nations High Commissioner for Human Rights (OHCHR), the Office of Internal Oversight Services (OIOS), the United Nations Conference on Trade and Development (UNCTAD), the United Nations Environment Programme (UNEP), the United Nations Human Settlements Programme (UN-Habitat) and the United Nations Office on Drugs and Crime, in field missions administered by the Department of Field Support and at the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda.

3. For analytical purposes, the data are reviewed in several categories as at 30 June 2008: (a) the global staff of the Secretariat (39,503 active staff); (b) 29,274 staff with contracts of one year or more; (c) 12,328 staff appointed under the 100 series of the Staff Rules with contracts of one year or more; and (d) 2,797 staff in posts subject to geographical distribution in the Secretariat. In addition, during 2007 the Secretariat engaged over 2,006 gratis personnel: 1,952 type I gratis personnel (86 per cent of whom were interns), 54 type II gratis personnel, 4,275 consultants, 1,808 contractors, 94 institutional contractors and, in the field operations administered by the Department of Field Support, an additional 176 locally recruited consultants and over 2,260 locally recruited individual contractors.

[1] The authority of the Secretary-General to appoint staff derives from Article 101, paragraph 1, of the Charter of the United Nations, which states: "The staff shall be appointed by the Secretary-General under regulations established by the General Assembly". The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter, which reads: "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible."

4. Section II.A of the present report provides an analysis of all staff (39,503 staff) by category and grade, department or office, nationality, gender, age and type of appointment as at 30 June 2008.

5. Section II.B presents information relating to staff with contracts of one year or more (29,274 staff) and compares staffing levels in various United Nations organizations, funds and programmes.

6. Section II.C contains an analysis of staff with appointments of one year or more under the 100 series of the Staff Rules (12,328 staff).[2] The analysis considers such demographic characteristics as type of appointment, length of service, age, staff movements (recruitment, promotions, separation, mobility, turnover etc.) and anticipated retirements in the coming five years (July 2008-December 2012). Demographic information as at 30 June 2008 is provided. Information on staff movements covers the period from 1 July 2007 to 30 June 2008. Data in the report are drawn from the Integrated Management Information System (IMIS) and the Field Personnel Management System (FPMS) and data provided by other organizations or entities of the common system.

7. Section II.D provides information on the system of desirable ranges for the geographical distribution of staff. It contains information on the methodology used for calculating the desirable ranges and focuses on staff appointed under this system (2,797 staff). This group consists of staff appointed by the Secretary-General at the Professional and higher categories for a duration of one year or more to posts financed from the regular budget and excludes staff appointed to the secretariats of subsidiary programmes, funds and organs with special status in matters of appointment. An analysis is provided of the main characteristics of these staff and changes over time in the population. The section also contains a forecast of expected staff retirements in the next five years and an updated analysis of the level of underrepresentation of Member States.

8. Chapter III provides information on the geographical representation of staff at the senior and policymaking levels of the Secretariat, as requested by the General Assembly in its resolution 61/244.

9. Chapter IV provides information on the status of implementation of human resources action plans.

10. The following addenda to the present report are provided to the Assembly pursuant to section XVIII of General Assembly resolution 59/266:

(a) The report of the Secretary-General on gratis personnel provided by Governments and other entities (A/63/310/Add.1) provides information on the use of gratis personnel in the Secretariat, including information on their nationality, duration of service, department or office where employed and functions performed;

(b) The report of the Secretary-General on employment of retirees and retired former staff (A/63/310/Add.2) and extension of staff beyond the mandatory

[2] This excludes all staff on contracts under the 200 and 300 series of the Staff Rules, staff on 100-series contracts with appointments limited to mission service and staff in the following categories: Field Service, national officers, language teachers and public information assistants. It also excludes staff recruited locally for mission service, staff on "when actually employed" or "one dollar a year" contracts and staff of the international tribunals for the former Yugoslavia and Rwanda.

age of separation provides information concerning categories, types and levels of retired staff employed in the Secretariat, including type of engagement;

(c) The report of the Secretary-General on consultants and individual contractors (A/63/310/Add.3) provides information on the use of consultants and individual contractors in the Secretariat, their duties and factors contributing to their use.

The addenda contain information for the period 1 January 2006-31 December 2007 and refer to organizational entities in existence during those two years.

11. The list of staff of the United Nations Secretariat, which is published as a separate document (ST/ADM/R.63), identifies staff by organizational entity, functional title, level, nationality and contractual status.

II. Composition of the United Nations Secretariat

A. Global analysis of Secretariat staff

12. The global United Nations Secretariat comprises all staff with contracts under the 100, 200 or 300 series of Staff Rules. As at 30 June 2008, staff internationally and locally recruited in the United Nations Secretariat, including staff on an appointment of less than one year, numbered 39,503 under contract with the Secretariat under the 100, 200 or 300 series of the Staff Rules (see table 1). This excludes 152 staff on special leave without pay and 61 staff on secondment to other organizations. Figure I illustrates the Secretariat population by location; figure II illustrates the same population by location, category and series of the Staff Rules.

13. Table A.1 of annex II presents total staff under contract with the United Nations Secretariat as at 30 June 2008 (39,503), by nationality, gender and category. The number of staff in the Professional and higher categories is 11,142, of whom 7,402 have appointments under the 100 series of the Staff Rules, 1,250 under the 200 series and 2,490 under the 300 series. Staff in the General Service and related categories number 28,361, or 71.8 per cent of the total. Staff in field missions administered by the Department of Field Support number 21,790, representing 55.2 per cent of the global Secretariat workforce. The increase in staff for 2008 by 8 per cent (2,924 staff) compared with 30 June 2007 is mainly due to the growth of peacekeeping missions.

Table 1
Staff under contract with the United Nations Secretariat by location, category and series of the Staff Rules as at 30 June 2008
(Population: 39,503)

	Professional and higher categories				*General Service and related categories*			
	100	*200*	*300*	*Subtotal*	*100*	*300*	*Subtotal*	*Total*
Headquarters[a]								
Contract for less than one year	618	27	348	993	230	241	471	1 464
Contract for one year or more	3 953	552	322	4 827	5 382	14	5 396	10 223
Subtotal	**4 571**	**579**	**670**	**5 820**	**5 612**	**255**	**5 867**	**11 687**
Regional commissions[b]								
Contract for less than one year	49	6	62	117	121	40	161	278
Contract for one year or more	662	92	60	814	1 472	0	1 472	2 286
Subtotal	**711**	**98**	**122**	**931**	**1 593**	**40**	**1 633**	**2 564**
Peacekeeping missions								
Contract for less than one year	59	—	290	349	2 352	3 560	5 912	6 261
Contract for one year or more	952	1	1 365	2 318	4 594	8 617	13 211	15 529
Subtotal	**1 011**	**1**	**1 655**	**2 667**	**6 946**	**12 177**	**19 123**	**21 790**
Other field locations[c]								
Contract for less than one year	7	28	5	40	23	3	26	66
Contract for one year or more	333	544	27	904	412	4	416	1 320
Subtotal	**340**	**572**	**32**	**944**	**435**	**7**	**442**	**1 386**
Tribunals[d]								
Contract for less than one year	34	—	9	43	34	24	58	101
Contract for one year or more	735	—	2	737	1 188	50	1 238	1 975
Subtotal	**769**	**—**	**11**	**780**	**1 222**	**74**	**1 296**	**2 076**
Total active staff	**7 402**	**1 250**	**2 490**	**11 142**	**15 808**	**12 553**	**28 361**	**39 503**
Other								
Staff on special leave without pay	81	10	2	93	56	3	59	152
Staff on secondment to other entities	56	2	—	58	3	—	3	61
Total other staff	**137**	**12**	**2**	**151**	**59**	**3**	**62**	**213**
Total staff under contract	**7 539**	**1 262**	**2 492**	**11 293**	**15 867**	**12 556**	**28 423**	**39 716**

[a] Geneva, Nairobi, New York and Vienna.
[b] ECA, ECE, ECLAC, ESCAP and ESCWA.
[c] Other field locations: staff of DESA, DPA, DPI, OCHA, OHCHR, OIOS, UNCTAD, UNEP, UN-Habitat and UNODC at non-headquarters duty stations.
[d] ICTY and ICTR.

Figure I
Staff under contract with the United Nations Secretariat by location as at 30 June 2008

Population[a]
√ 39,503 staff members
By location
√ 11,687 staff members at headquarters[b]
√ 2,564 staff members at regional commissions[c]
√ 21,790 staff members in peacekeeping missions
√ 1,386 staff members in other field locations[d]
√ 2,076 staff members in the tribunals[e]

Source: IMIS and FPMS.

[a] Staff on all types of contract. Includes internationally and locally recruited staff, regardless of length of contract. Excludes United Nations international and local staff administered by the United Nations Development Programme (UNDP) and the United Nations Office for Project Services (UNOPS). Also excludes staff on special leave without pay (152) and staff on secondment to other entities (61).

[b] Headquarters: Geneva, Nairobi, New York and Vienna.

[c] Regional commissions: ECA, ECE, ECLAC, ESCAP and ESCWA.

[d] Other field locations: staff of DESA, DPA, DPI, OCHA, OHCHR, OIOS, UNCTAD, UNEP, UN-Habitat and UNODC in non-headquarters duty stations.

[e] ICTY and ICTR.

Figure II

Staff under contract with the United Nations Secretariat by location, category and series of the Staff Rules as at 30 June 2008

Population[a]

√ **39,503 staff members**

By category and rule series

√ **Professional and higher: 11,142 staff members**

7,402 staff members in 100 series

1,250 staff members in 200 series

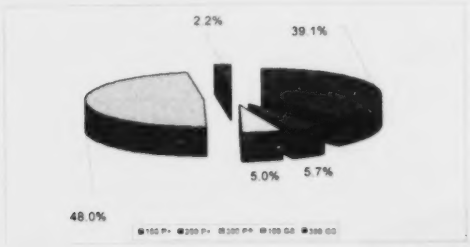
2,490 staff members in 300 series

√ **General Service and related categories: 28,361 staff members**

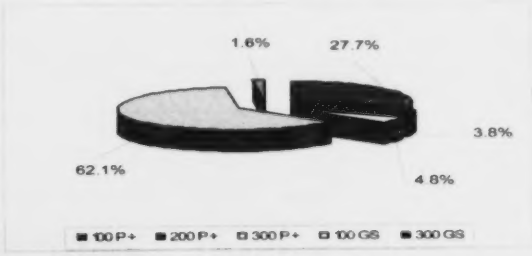
15,808 staff members in 100 series

12,553 staff members in 300 series

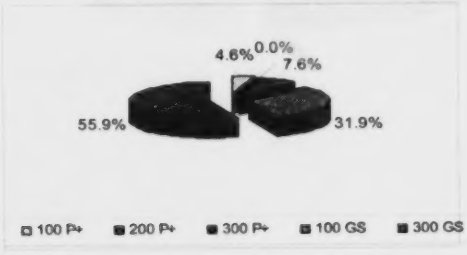
Headquarters[b]
(Population: 11,687)



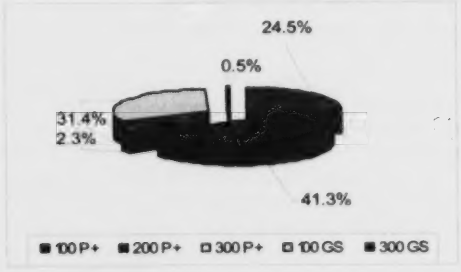
Regional commissions[c]
(Population: 2,564)



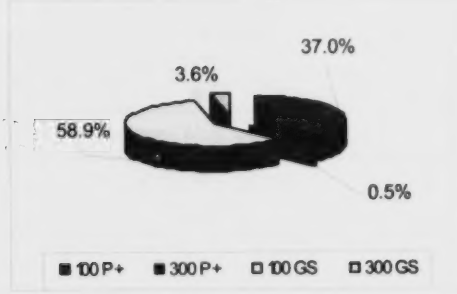
Peacekeeping missions
(Population: 21,790)



Other field locations[d]
(Population: 1,386)
2,076)



Tribunals
(Populations:



(Footnotes on following page)

(Footnotes to Figure II)

Source: IMIS and FPMS.

[a] Includes all internationally and locally recruited staff, regardless of length of contract (total: 39,503). Excludes staff on special leave without pay (152) and staff on secondment to other entities (61).

[b] Geneva, Nairobi, New York and Vienna.

[c] ECA, ECE, ECLAC, ESCAP and ESCWA.

[d] Other field locations: staff of DESA, DPA, DPI, OCHA, OHCHR, OIOS, UNCTAD, UNEP, UN-Habitat and UNODC at non-headquarters duty stations.

Staff by category and level

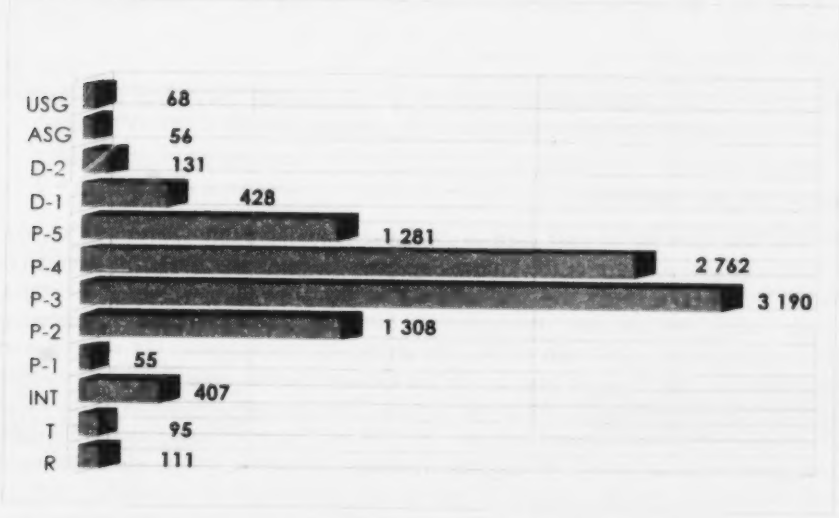
14. The base number of staff used in the present demographic analysis is 39,503. Of these, 0.3 per cent are at the Under-Secretary-General and Assistant Secretary-General levels (124 staff), 1.4 per cent are in the Director category (559 staff), 26.5 per cent are in the Professional category (10,459 staff, comprising 8,596 professionals, 1,250 staff in the 200 series, 407 interpreters, 111 revisers and 95 translators), and 71.8 per cent are in the General Service and related categories (28,361 staff, comprising 22,938 in the General Service category, 4,076 in the Field Service category, 787 national officers, 331 in the Security category, 175 in the Trades and Crafts category, 36 language teachers, 10 public information assistants and 8 conference typists). Figure III shows the percentage of Secretariat staff by category and level, figure IV the number of staff by level in the Professional and higher categories and figure V the number of staff by level in the General Service category.

Figure III
Secretariat staff by category as at 30 June 2008
(Population: 39,503)

15. In the Professional category, 64.6 per cent of the staff are concentrated at the P-3 and P-4 levels. Staff at the P-1/P-2 level represent 14.8 per cent and at the P-5 level 13.9 per cent. D-1 staff represent 76.6 per cent of staff in the Director category. In the General Service category, 70 per cent are divided among levels G-3 to G-5.

Figure IV
Distribution of staff in the Professional and higher categories by level as at 30 June 2008

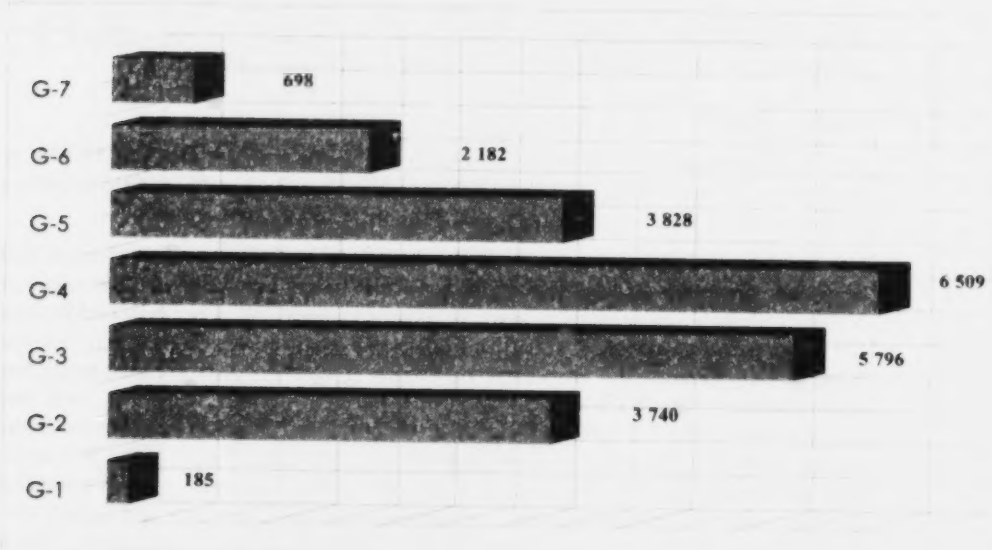
(Population: 9,892 of 39,503)[a]



[a] Excludes 1,250 staff appointed under the 200 series of the Staff Rules.
[b] INT (interpreters), R (revisers), and T (translators) are staff on "when actually employed" contracts.

Figure V
Distribution of staff in the General Service category by level as at 30 June 2008

(Population: 22,938 of 39,503)[a]



[a] Excludes 5,423 staff (4,076 Field Service category, 331 Security category, 175 Trades and Crafts category, 36 language teachers, 787 national officers, 8 conference typists and 10 public information assistants).

2. Staff by department or office

16. A total of 11,687 staff (29.6 per cent of the overall total) serve at a headquarters duty station (Geneva, Nairobi, New York and Vienna), 2,564 staff (6.5 per cent) serve at the five regional commissions and 7,891 staff (20 per cent) serve at field locations. Another 15,219 (38.5 per cent) are locally recruited staff members in field missions administered by the Department of Field Support (see table 1 and figure II) and 2,076 in the two international tribunals (5.3 per cent). The total number of staff serving away from headquarters duty stations is 27,816 (70.4 per cent). The 21,790 staff in field missions administered by the Department of Field Support represents 55.2 per cent of the global Secretariat workforce. Three peacekeeping missions (the United Nations Organization Mission in the Democratic Republic of the Congo, the United Nations Interim Administration Mission in Kosovo and the United Nations Mission in the Sudan) have more than 2,400 staff each and five other missions (the United Nations Mission in Liberia, the United Nations Integrated Mission in Timor-Leste, the United Nations Assistance Mission in Afghanistan, the United Nations Stabilization Mission in Haiti and the African Union-United Nations Hybrid Operation in Darfur) have more than 1,100 staff each. At headquarters duty stations, three departments (the Department for General Assembly and Conference Management, the Department of Management and the United Nations Office at Geneva) have in excess of 1,000 staff. Among the regional commissions, the Economic Commission for Africa has the largest number of staff.

3. Staff by nationality

17. Nationals of 187 Member States are represented among the Secretariat staff. A total of 176 Member States are represented by staff in posts subject to geographical distribution, while 5 Member States have no nationals among the staff. There are more than 1,000 nationals in the Secretariat from each of the following 10 Member States: Afghanistan, Democratic Republic of the Congo, France, Haiti, Kenya, Lebanon, Liberia, Serbia, Sudan and the United States of America.

4. Staff by gender[3]

18. Of the global Secretariat staff, 25,928, or 65.6 per cent, are men and 13,575, or 34.4 per cent, are women. Of the 15,219 locally recruited staff in field missions administered by the Department of Field Support, 82.9 per cent are men.

19. In the two most senior grades of the Secretariat (Under-Secretary-General and Assistant Secretary-General), women represent 18.5 per cent of the total of 124 staff. Female representation in the Director category is 27.4 per cent of 559 staff (23.7 per cent at the D-2 level and 28.5 per cent at the D-1 level). In the Professional category, the proportion of women is 41.1 per cent. Gender parity has been attained at the P-1 and P-2 levels: 60.0 per cent of staff at the P-1 level and 52.8 per cent at the P-2 level are women. Gender parity has not been achieved at the higher Professional levels: women comprise 41.3 per cent of staff at the P-3 level, 36.3 per cent at the P-4 level and 31.1 per cent at the P-5 level. Women comprise 55.3 per cent of Professional staff serving as interpreters, revisers and translators. Women comprise 32.2 per cent of the 28,361 staff in the General Service and related categories and 21.5 per cent of the 19,123 General Service staff in field missions administered by the Department of Field Support.

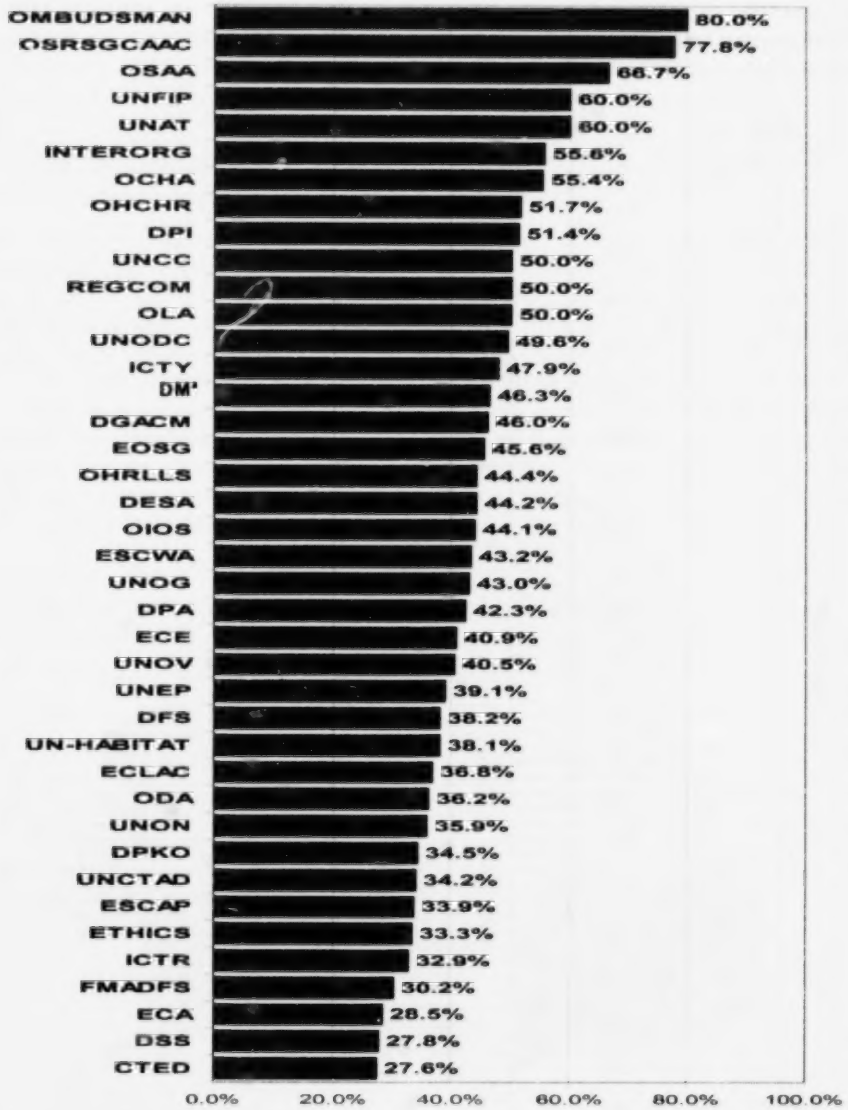
20. Figure VI indicates that 12 departments and offices in the Secretariat have either achieved gender parity or have more female than male staff in the Professional and higher categories, 13 departments and offices have between 40 and 49 per cent women, 11 departments and offices and the field operations administered by the Department of Field Support taken as a whole have between 30 and 39 per cent and 3 have less than 30 per cent.

[3] In its resolution 62/137 (para. 27), the General Assembly requested the Secretary-General to include in his report to the Assembly at its sixty-third session, information on the status of women in the United Nations system. That information is provided in the report of the Secretary-General on the improvement of the status of women in the United Nations system (A/63/364).

Figure VI

Representation of female staff in the Professional and higher categories as at 30 June 2008

(Population: 11,142 of 39,503 staff)

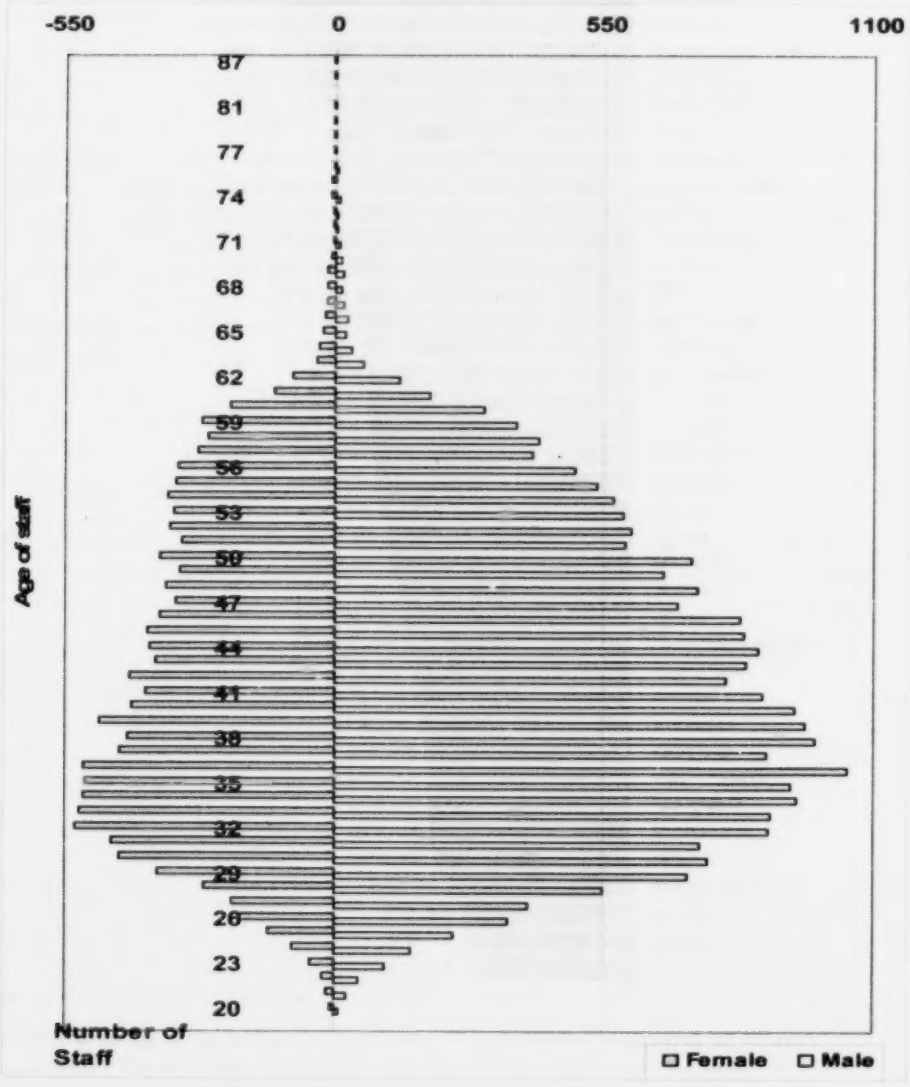


[a] Data for the Department of Management represent the aggregated percentage for the Office of the Under-Secretary-General for Management (49 per cent), the Office of Programme Planning, Budget and Accounts (51.7 per cent), the Office of Human Resources Management (61.1 per cent), the Office of Central Support Services (33.7 per cent), the Capital Master Plan Office (18.3 per cent) and the secretariats of the Advisory Committee on Administrative and Budgetary Questions, the Board of Auditors and Panel of External Auditors (58.3 per cent) and the Independent Audit Advisory Committee.

5. Staff by age

21. As at 30 June 2008, the average age of the staff in the Secretariat was 41 years; 16,802 staff or 42.5 per cent were younger than 45 (see figure VII).

Figure VII
Distribution of staff by gender and age as at 30 June 2008
(Population: 39,503)



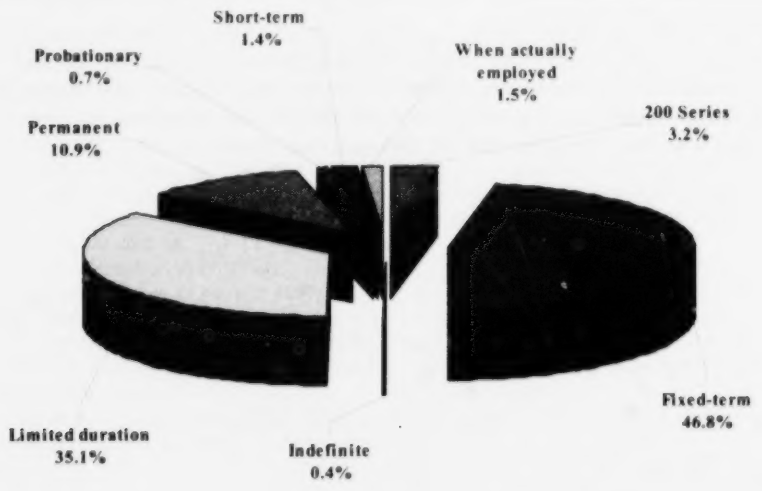
6. Staff by type of appointment

22. As at 30 June 2008, 10.9 per cent of staff held permanent appointments, as illustrated in figure VIII. Permanent appointments were held by 27.7 per cent of directors, 19.4 per cent of staff in the Professional category and 7.2 per cent of staff in the General Service and related categories. Among staff with permanent appointments, 76.5 per cent were in regular budget posts and 23.5 per cent were in other posts. Of staff in regular budget posts, 37.4 per cent had permanent appointments; 3.5 per cent of staff in other posts had permanent appointments.

23. The current proportion of permanent appointments for staff in posts subject to geographical distribution is 51.1 per cent (1,428 of 2,797). The proportion of staff with probationary appointments stands at 6.7 per cent (187 of 2,797).

24. The percentage of permanent and fixed-term appointments varies across departments and offices, depending mainly on the source of funding. Entities funded mainly from sources other than the regular budget have the lowest rate of permanent appointees among their staff (field missions administered by the Department of Field Support (1.1 per cent), Office for the Coordination of Humanitarian Affairs (5.1 per cent), Department of Peacekeeping Operations (8.3 per cent), UN-Habitat (10 per cent) and UNEP (10.6 per cent). Entities funded mainly from the regular budget have the highest percentages of permanent appointments (Department for General Assembly and Conference Management (51.9 per cent), Office of Legal Affairs (41.7 per cent), Economic and Social Commission for Asia and the Pacific (37.3 per cent) and Department of Management (33.9 per cent)).

Figure VIII
Staff distribution by type of appointment as at 30 June 2008
(Population: 39,503)



Staff on contracts of less than one year

25. A total of 8,170 staff (20.7 per cent of all the staff) hold contracts of less than one year. The proportion of staff with contracts of less than one year is highest among field-based staff (28.7 per cent in field missions administered by the Department of Field Support). It is lower in the tribunals (4.9 per cent), regional commissions (10.8 per cent) and at headquarters duty stations (12.5 per cent).

B. Staff of the Secretariat and related entities in the United Nations system

26. A total of 29,173 staff (including 1,975 staff of the international tribunals), constituting 73.9 per cent of the staff of the Secretariat, are on contracts of one year or more, as shown in table 2. This population is used only for the purpose of comparing staffing levels in various United Nations organizations, funds and programmes. Data reported to the Secretariat by such related entities in the United Nations system are for staff holding appointments of one year or more.

27. The general principles of the Staff Rules apply to all staff of the United Nations, including the staff of the secretariats of subsidiary programmes, funds and organs that have special status in matters of appointment, as granted by the General Assembly. These include the United Nations Children's Fund, the United Nations Development Programme, the Office of the United Nations High Commissioner for Refugees, the United Nations Relief and Works Agency for Palestine Refugees in the Near East, the United Nations University, the secretariat of the International Civil Service Commission, the secretariat of the United Nations Joint Staff Pension Fund, the registry of the International Court of Justice, the International Tribunal for the Former Yugoslavia, the International Criminal Tribunal for Rwanda and the International Trade Centre.

28. As at 30 June 2008, the total number of staff of the United Nations Secretariat and those organizations with special status holding appointments of one year or more amounted to 55,984 (see table 2). Of the total, 26,632 staff members serve with related entities of the United Nations and 29,173, of whom 36.2 per cent are women, with the Secretariat and the tribunals (see figure IX).

Table 2

Staff of the Secretariat and related entities in the United Nations system by category and source of funds as at 30 June 2008

	Regular budget				*Extrabudgetary resources*				
Entity	*Professional and higher categories*	*Project personnel*	*General Service and related categories*	***Subtotal***	*Professional and higher categories*	*Project personnel*	*General Service and related categories*	***Subtotal***	***Total***
United Nations Secretariat	3 304	17	4 790	**8 111**	3 995[a]	1 171	13 921[b]	**19 087**	**27 198**
ICTY					413		609	**1 022**	**1 022**
ICTR					324		629	**953**	**953**
UNDP[c]					1 924[d]	1 128	3 478	**6 530**	**6 530**
UNFPA					498		1 221[e]	**1 719**	**1 719**
UNHCR[f]	89		131	**220**	1 902[g]		4 262	**6 164**	**6 384**
UNICEF					1 357[h]	3 734[i]	5 272	**10 363**	**10 363**
UNITAR					3	25	7	**35**	**35**
UNJSPF					59		118	**177**	**177**
UNOPS					82	579	298	**959**	**959**
UNRWA[j]	101		11	**112**	47		5	**52**	**164**
UNU					26	42	46	**114**	**114**
ICJ	44		56	**100**					**100**
ICSC					20		21	**41**	**41**
ITC[k]					71	53	101	**225**	**225**
Total	**3 538**	**17**	**4 988**	**8 543**	**10 721**	**6 732**	**29 988**	**47 441**	**55 984**

[a] Includes 2,328 staff in the Professional and higher categories serving in field missions administered by DFS and 21 Professional staff against revenue-producing accounts.

[b] Includes 7,845 local staff and 3,606 staff in the General Service and related categories serving in field missions administered by DFS and 69 General Service staff against revenue-producing accounts.

[c] Includes staff charged to the UNDP core budget, funds managed by UNDP and UNDP supplementary funds.

[d] Includes national officers.

[e] Includes junior professional officers.

[f] Latest available data, as at 30 June 2007.

[g] Includes national and junior professional officers.

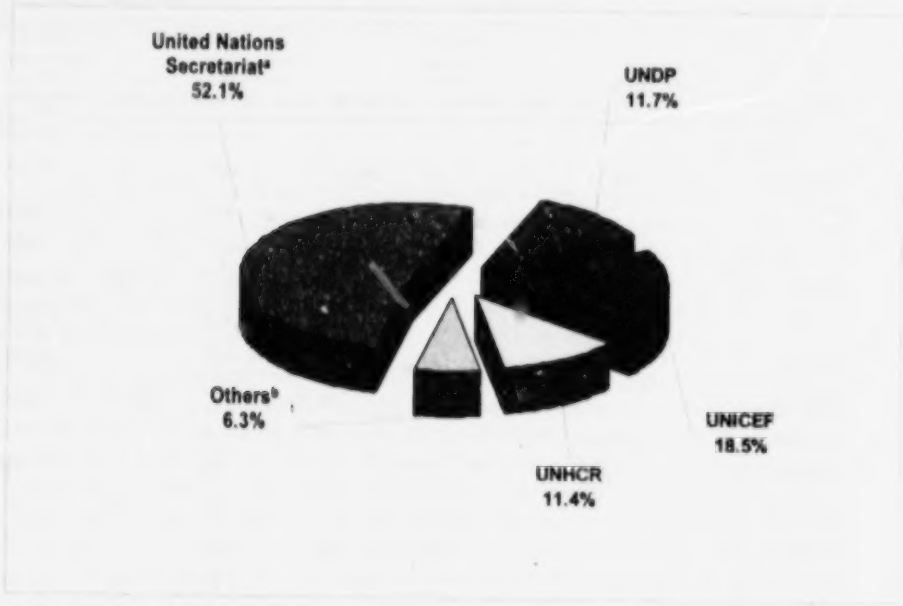
[h] Includes Professional staff and national officers occupying posts funded by regular budget resources.

[i] Includes Professional staff and national officers occupying posts funded from project funds.

[j] Excludes area personnel.

[k] A number of posts in the International Trade Centre are financed jointly by the United Nations from the regular budget and by the World Trade Organization.

Figure IX
Staff of the Secretariat and related entities of the United Nations with an appointment of one year or more as at 30 June 2008
(Population: 55,984)



[a] Includes ICTR and ICTY.
[b] Includes ICJ, ICSC, ITC, UNFPA, UNITAR, UNJSPF, UNOPS, UNRWA and UNU.

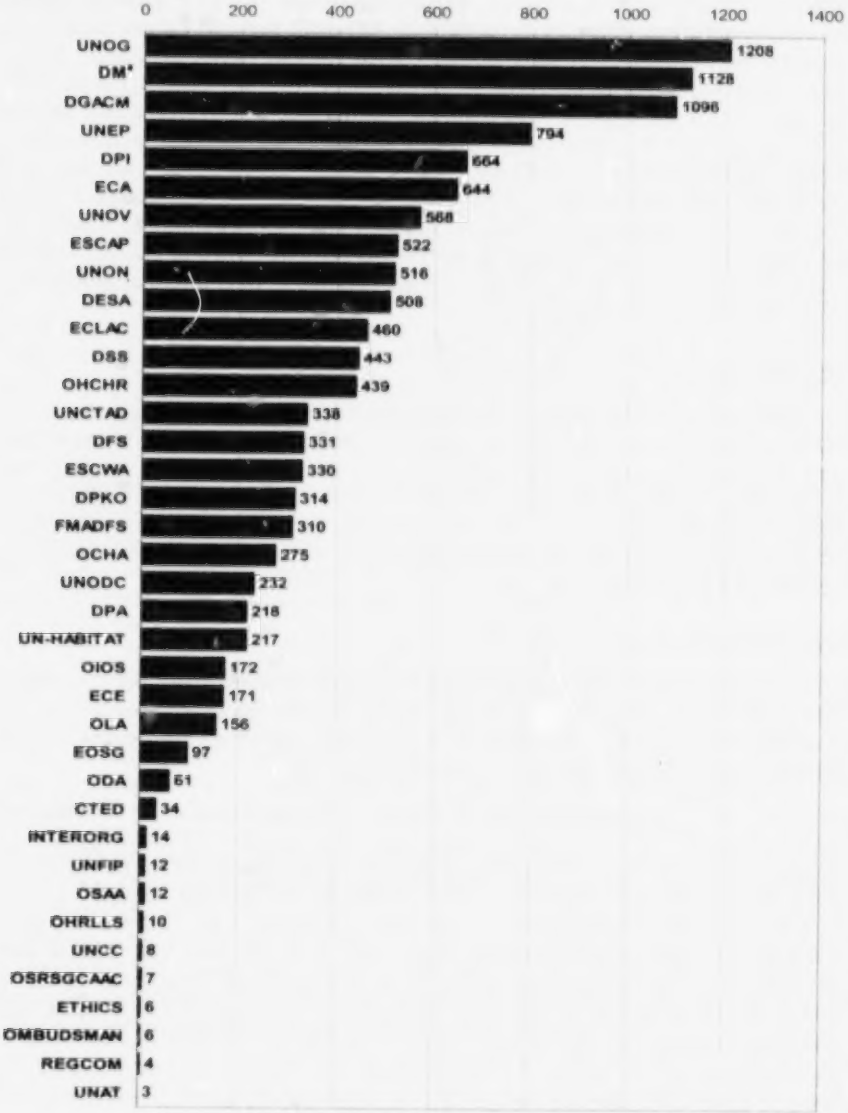
C. Analysis of United Nations Secretariat staff on contracts of one year or longer under the 100 series of Staff Rules

29. The presentation and analysis below cover Secretariat staff holding 100-series appointments of one year or more, irrespective of category, type of appointment or source of funding. In conformity with these criteria, the base figure used for demographic analysis as at 30 June 2008 is 12,328. Secretariat-wide data and projections for the period 2008 to 2012 have been drawn from IMIS. In order to avoid repetition, the analysis below excludes a number of the demographic characteristics (staff breakdown by category and grade, by nationality and by duration of contract) presented in section A above.

Figure X

Number of staff holding contracts of one year or longer under the 100 series of Staff Rules by entity as at 30 June 2008

(Population: 12,328)



[a] The Department of Management includes staff of the office of the Under-Secretary-General, the Office of Programme Planning, Budget and Accounts, the Office of Human Resources Management, the Office of Central Support Services, the Capital Master Plan Office and the secretariats of the Advisory Committee on Administrative and Budgetary Questions, the Board of Auditors and Panel of External Auditors and the Independent Audit Advisory Committee.

1. Demographic profile of Secretariat staff

(a) Staff by department or office

30. Figure X shows the breakdown of staff by department, office or other entity. A total of 8,990 staff (72.9 per cent) of Secretariat staff in this population serve in 13 departments and offices with more than 430 staff each. The three departments with the largest number of staff are the United Nations Office at Geneva (9.8 per cent, 1,208 staff), the Department of Management[4] (9.1 per cent, 1,128 staff) and the Department for General Assembly and Conference Management (8.9 per cent, 1,096 staff). Staff at United Nations Headquarters (either located in New York or directly administered by Headquarters departments) represent 44.8 per cent of all Secretariat staff. Offices away from Headquarters (Addis Ababa, Bangkok, Beirut, Geneva, Nairobi, Santiago and Vienna) and their sub-offices employ 55.8 per cent of the staff, with the largest number at the United Nations Office at Geneva (18.6 per cent). A total of 301 staff, or 2.4 per cent, are detailed to field missions administered by the Department of Field Support.

(b) Staff by nationality

31. Nationals of 178 Member States are represented in the population of staff holding 100-series appointments of one year or longer. A total of 176 Member States are represented by staff in posts subject to geographical distribution, while 14 have no nationals among staff with appointments of one year or more (Democratic People's Republic of Korea, Kiribati, Kuwait, Liechtenstein, Marshall Islands, Monaco, Montenegro, Nauru, Palau, Samoa, Sao Tome and Principe, Timor-Leste, United Arab Emirates and Vanuatu).

(c) Staff by gender

32. Secretariat staff with appointments of one year or more under the 100 series of the Staff Rules (12,328) display an almost evenly balanced female to male distribution (50.4/49.6). This figure does not reflect significant differences in gender representation by level, category or department or office.

33. In spite of a general increase in female staff representation in all categories, the two most senior levels in the Secretariat (Under-Secretary-General and Assistant Secretary-General) have a low rate of female representation (25.3 per cent of 75 staff). Female staff are also poorly represented in the Director category (31.2 per cent of 407 staff). Currently, female representation levels in the D-2 and D-1 grades stand at 29.6 per cent (29 female staff) and 31.7 per cent (98 female staff), respectively. In the Professional category, the proportion of female staff is 42.9 per cent (1,975 female staff). It is higher at entry levels (53.3 per cent of 515 staff at the P-2 level and 47.2 per cent of 1,472 staff at the P-3 level). Female staff constitute the majority (59.7 per cent of 6,753 staff) in the General Service category. Two specific groups continue to have very low female staffing: the Trades and Crafts

[4] The Department of Management includes staff of the office of the Under-Secretary-General, the Office of Programme Planning, Budget and Accounts, the Office of Human Resources Management, the Office of Central Support Services, the Capital Master Plan Office and the secretariats of the Advisory Committee on Administrative and Budgetary Questions, the Board of Auditors and Panel of External Auditors and the Independent Audit Advisory Committee.

category (2.9 per cent of 173 staff) and the Security category (15.9 per cent of 314 staff).

34. In only four departments or offices with more than 25 staff in the Professional category has either gender parity been achieved or the number of women in the Professional and higher categories exceeded that of men. Ten departments and offices have between 40 and 49 per cent female staff, 10 between 30 and 39 per cent and four have less than 30 per cent.

(d) Staff by age

35. As at 30 June 2008, the average age of staff holding a 100-series appointment of one year or longer was 45.5 years (compared with 45.7 years as at 30 June 2007), 51.2 per cent of all Secretariat staff were older than 45, 46 per cent were between 30 and 45 and 2.8 per cent were younger than 30. This pattern is illustrated in figures XI and XII, which show, respectively, the age distribution of female and male staff and the distribution of age groups in the Secretariat. The highest average age is for Under-Secretaries-General and Assistant Secretaries-General (60 years), followed by the Director category (54.6 years). The average age of staff in the Professional category is 45.8 years, and at the P-2 grade, 37.3 years. The average age of staff in the General Service category is 44.1 years, in the Security category, 38.1 years and in the Trades and Crafts category, 47.8 years.

36. The average age of female directors is the same as male directors, while male staff in the Professional category are, on average, 24 months older than their female colleagues. Male security officers on average are nearly four years and six months older than their female colleagues. For General Service staff, the average age of male staff is about 15 months lower than that of female staff.

37. In the Professional category, on average, the youngest staff are found in the Office of Legal Affairs (41.6 years), the Executive Office of the Secretary-General (41.8 years), OHCHR (41.9 years) and the Office for the Coordination of Humanitarian Affairs (42.5 years). The oldest staff are in the Department for General Assembly and Conference Management (48.3 years), the United Nations Office at Nairobi (48.1 years), the United Nations Office at Geneva (47.8), UN-Habitat (47.7) and the Department of Public Information (47.7 years).

38. For all categories of staff, the departments and offices with the lowest average age are the Department of Safety and Security (40.6 years), the Economic and Social Commission for Western Asia (41.5 years), the Department of Peacekeeping Operations (42.8 years) and OHCHR (43 years). The highest overall average ages are found in the Department of Economic and Social Affairs (47.9 years), the Department for General Assembly and Conference Management (47.8 years) and the Economic Commission for Europe (47.4 years).

Figure XI
Distribution of staff holding a 100-series appointment of one year or longer by gender and age as at 30 June 2008
(Population: 12,328)

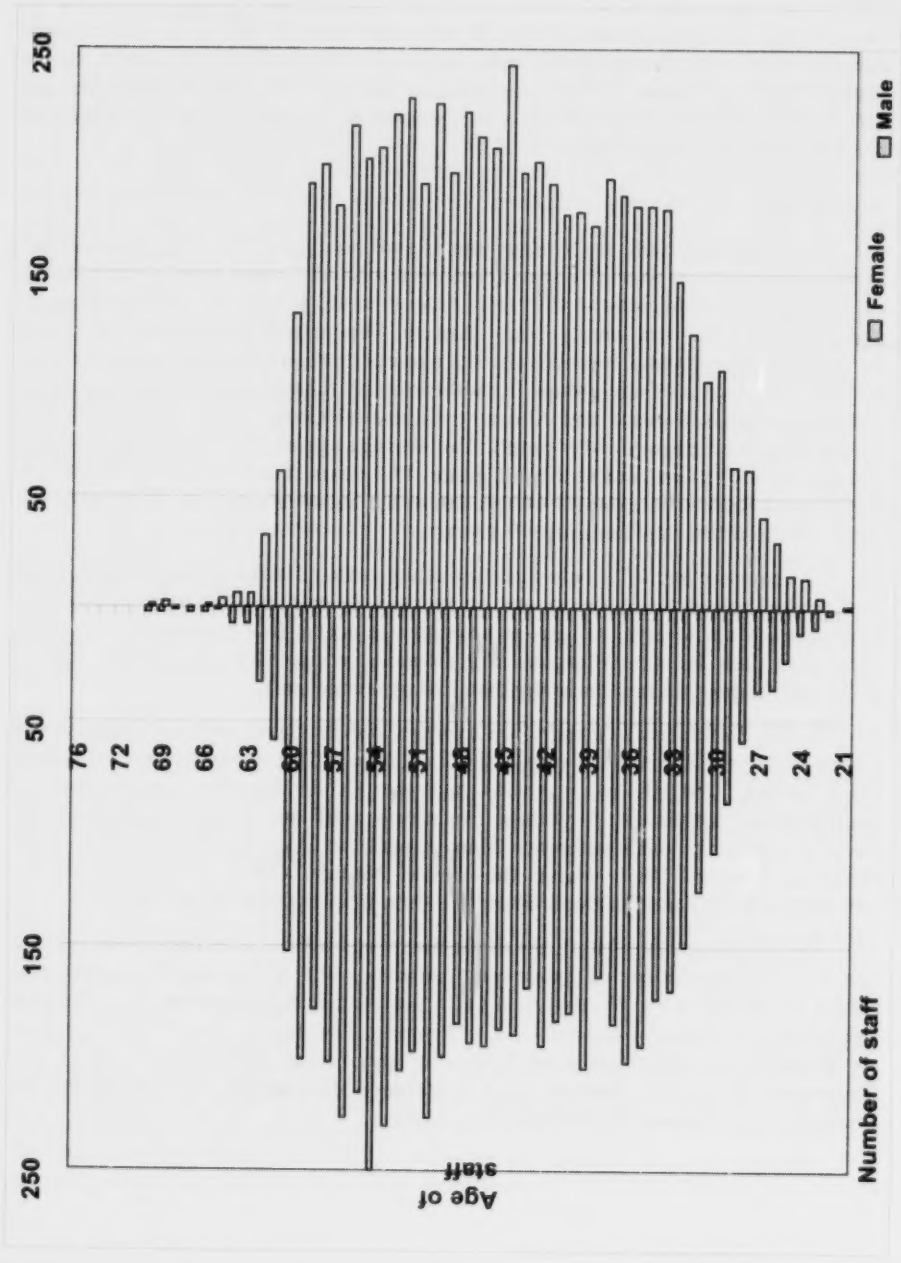
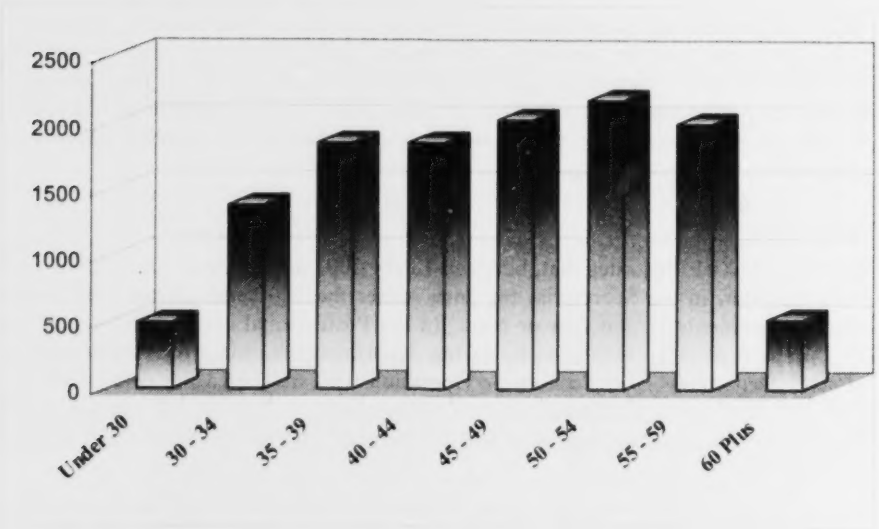


Figure XII
Distribution of staff holding a 100-series appointment of one year or longer by age as at 30 June 2008
(Population: 12,328)



(e) Staff by length of service

39. The average length of service for all staff and all types of appointment under the 100 series of Staff Rules is 11.1 years (13.3 years for directors, 9.7 years for staff in the Professional category and 11.9 years for those in the General Service category, 8.8 years in the Security category and 16.2 years in the Trades and Crafts category).

40. The average length of service for staff with permanent appointments is 20.4 years (24.1 years for directors, 15.4 years for staff in the Professional category and 25.5 years for those in the General Service and related categories). The longer service time for directors correlates with their higher average age. The average length of service of staff holding fixed-term appointments of one year or more is 6.6 years (6.8 years for Directors, 5.5 years for staff in the Professional category and 7.1 years for those in the General Service and related categories).

41. The average length of service in departments and offices that have at least 30 staff members ranges from those of the Department of Peacekeeping Operations (6.1 years), the Office for the Coordination of Humanitarian Affairs (6.9 years), the Counter-terrorism Executive Directorate (7.1 years) and OHCHR (7.6 years) at the low end, to those of the Department of Economic and Social Affairs (14.4 years), the Department for General Assembly and Conference Management (14.1 years), the United Nations Office at Geneva (13.5 years) and the Department of Public Information (13.3 years) at the high end. A lower than average duration of service results from one or a combination of a number of factors, such as a younger than usual staff population, a high number of recent recruits, a higher rate of staff turnover, the recent establishment of a new office or an increase of the number of

appointments of limited duration. An average length of service at the departmental or office level that is higher than the Secretariat indicates an older population with a lower turnover rate.

2. Movements of staff between 1 July 2007 and 30 June 2008

42. The analysis below is based on movements, including recruitment, separation, promotion and transfer between departments and offices, of staff under the 100 series of Staff Rules with appointments of one year or more in the Secretariat during the period from 1 July 2007 to 30 June 2008. That population includes staff in both the Professional and higher categories and the General Service and related categories.

(a) Recruitment

43. Figure XIII illustrates that, between 1 July 2007 and 30 June 2008, 1,213 staff were recruited in the Secretariat for posts under the 100 series of the Staff Rules with appointments of one year or more. In the Professional category (404 staff, or 33.3 per cent of all recruits), the following departments recruited the largest number of staff: Department of Peacekeeping Operations (65 staff, 16.1 per cent), OHCHR (40 staff, 9.9 per cent), Department of Management (30 staff, 7.4 per cent) and Department for General Assembly and Conference Management (28 staff, 6.9 per cent).

44. Of the 404 staff recruited at the Professional level, 103 staff recruited at the P-2 level accounted for 8.5 per cent of all recruits and for 25.5 per cent of recruits in the Professional category. The main departments recruiting staff at the P-2 level were the Department for General Assembly and Conference Management (11 staff, 10.7 per cent), the Economic Commission for Latin America and the Caribbean (9 staff, 8.7 per cent), the United Nations Office at Geneva (9 staff, 8.7 per cent), the Department of Economic and Social Affairs (8 staff, 7.8 per cent, OHCHR (8 staff, 7.8 per cent) and the Department of Management (6 staff, 5.9 per cent).

45. A total of 746 staff, or 61.9 per cent of all staff recruited during the reporting period, were in the General Service and related categories.

46. Women accounted for 50.9 per cent of all staff recruited (617 women among 1,213 staff) during the period from 1 July 2007 to 30 June 2008, compared with 47.5 per cent in the previous reporting period. At the Under-Secretary-General level, two of the nine recruits were women, and one of the 10 at the Assistant Secretary-General level was a woman. In the Director category, women accounted for 35.9 per cent of recruits (14 of 39) and in the Professional category, 35.9 per cent were women (184 of 404). In the General Service and related categories, 416 staff, or 55.4 per cent, of staff recruited were women.

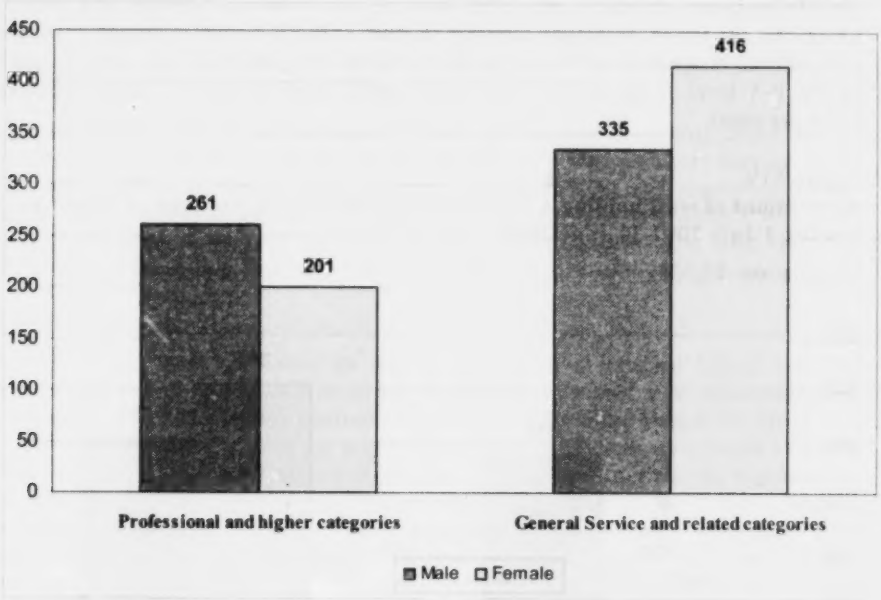
47. The following departments or offices account for almost 60 per cent of all recruitments: United Nations Office at Geneva (8.3 per cent, 101 staff), Department of Management (8.2 per cent, 100 staff), Department of Peacekeeping Operations (7.7 per cent, 94 staff), Department for General Assembly and Conference Management (7.5 per cent, 91 staff), UNEP (5.4 per cent, 66 staff), Department of Public Information (4.9 per cent, 60 staff), United Nations Office at Vienna (4.8 per cent, 58 staff), OHCHR (4.7 per cent, 57 staff), Department of Field Support (4.7 per cent, 57 staff), Economic and Social Commission for Asia and the Pacific

(4.1 per cent, 50 staff) and United Nations Office at Nairobi (4.1 per cent, 50 staff). Recruitments comprised fixed-term appointments (89.3 per cent, 1,083 staff), new probationary appointments (10.2 per cent, 124 staff) and permanent appointments granted following transfer from another United Nations agency (0.4 per cent, 6 staff).

Figure XIII

Recruitment of staff under the 100 series of Staff Rules by category and gender, 1 July 2007-30 June 2008

(Population: 12,328)



(b) Separation

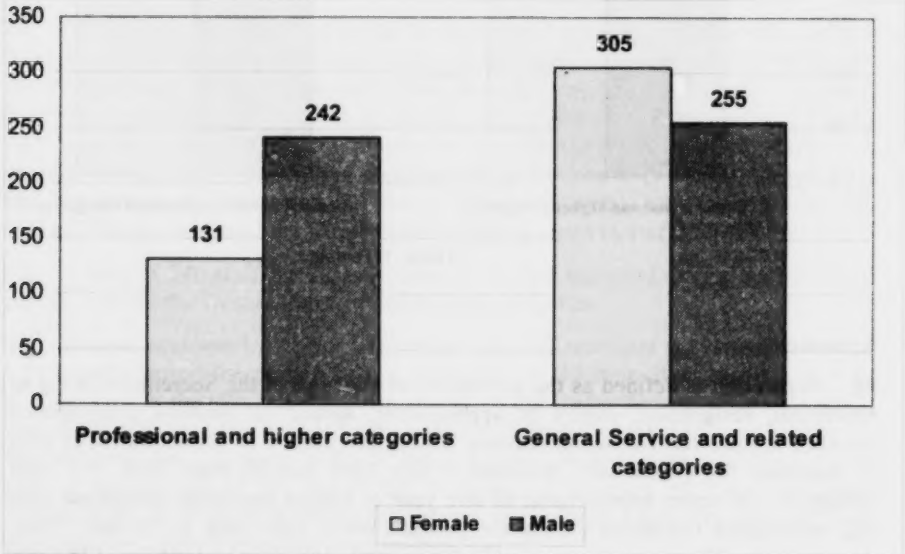
48. Separation is defined as the movement of staff out of the Secretariat owing to retirement, resignation, expiry of appointment, agreed termination, inter-agency transfer, termination for health reasons, death, termination or abandonment of post or dismissal for misconduct. Between 1 July 2007 and 30 June 2008, 933 staff holding a 100-series appointment of one year or longer separated, compared with 922 separations registered during the period from 1 July 2006 to 30 June 2007. Among them, 306 were retirements (32.8 per cent), 268 were resignations (28.7 per cent) and 184 were due to expiration of appointment (19.7 per cent). By category, 7 per cent were in the Director category and above, 31.1 per cent were in the Professional category and 59.9 per cent were staff in the General Service and related categories. A total of 18 staff at the P-2 level separated, accounting for 1.9 per cent of all separations and 6.2 per cent of separations at the Professional level. Separations of female staff accounted for 46.7 per cent of all staff departures. As indicated in figure XIV, while female staff accounted for 36.9 per cent of separations in the Professional and higher categories, they constituted 54.5 per cent in the General Service and related categories. More than 60 per cent of staff who

separated were from the Department of Field Support (81), the Department of Management (77), the Department for General Assembly and Conference Management (77), UNEP (55), the Economic and Social Commission for Asia and the Pacific (53), the United Nations Office at Geneva (53), the Department of Public Information (45), Economic and Social Commission for Western Asia (41), the United Nations Office at Vienna (39), the Economic Commission for Africa (38) and the Department of Economic and Social Affairs (37).

49. Between 1 July 2007 and 30 June 2008, a total of 268 staff resigned, accounting for 28.7 per cent of all separations. The number of resignations included 1 Under-Secretary-General, 3 Assistant Secretaries-General, 6 Directors, 51 staff in the Professional category and 191 staff in the General Service and related categories. In the Professional category, 6 staff at the P-5 level resigned (11.8 per cent of total resignations), 19 staff at the P-4 level resigned (37.3 per cent), 17 staff at the P-3 level resigned (33.3 per cent) and 9 staff at the P-2 level resigned (17.6 per cent).

Figure XIV
Separations of staff holding a 100-series appointment of one year or longer by gender, 1 July 2007-30 June 2008

(Population: 12,328)



(c) Promotion

50. Promotion is defined as the movement of staff to a higher grade, except for movement of staff to the Professional category from the General Service and related categories which, pursuant to General Assembly resolution 55/258, is considered recruitment. During the period from 1 July 2007 to 30 June 2008, 1,326 promotions were registered in the Secretariat. The gender distribution of the promotions showed the percentage breakdown to be 45.1 per cent for men (598 promotions) and 54.9 per cent for women (728 promotions). Women comprised 26.2 per cent of the

promotions in the Director category, 63.4 per cent in the Professional category and 58 per cent in the General Service and related categories.

(d) Transfer

51. Transfers are defined as lateral staff movements with a change of assignment and involving two departments or offices at one or more duty stations. During the period under review, there were 858 transfers throughout the Secretariat. Of the total, 484, or 56.4 per cent, were transfers of female staff. There were more transfers among staff with fixed-term appointments (62.9 per cent) than among staff with permanent or probationary appointments (37.1 per cent).

52. Most transfers occurred into or out of the Department of Management (100), the Department of Economic and Social Affairs (65), the Department of Public Information (62), OHCHR (59), the United Nations Office at Geneva (58) and the United Nations Office at Vienna (55).

53. In section VIII of its resolution 57/305, the General Assembly approved the proposal of the Secretary-General on the placement of staff members serving in the Executive Office of the Secretary-General (see A/56/816) and requested him to report on the implementation of the procedure. During the period from 1 July 2007 to 30 June 2008, seven staff were transferred to posts at the same level from the Executive Office of the Secretary-General to other departments and offices.

(e) Turnover

54. Turnover rates are based on the calculation of a standard labour turnover index, which is obtained by comparing the number of actual staff departures over the reporting period with the number of active staff. Turnover indices for the period 1 July 2007 to 30 June 2008 are presented in table 3 by category of staff and take into account all causes of separation during the reporting period. As requested in General Assembly resolution 61/244, section I, paragraph 5, the turnover rate is reported by grade level in the Professional Director categories, including in field missions. The overall turnover index stands at 10.5. The Director level, at 24.4, has the highest turnover index. Turnover in the Professional category stands at 12.0 and in the General Service and related categories at 8.8.

Table 3
Turnover indices, 1 July 2007-30 June 2008
(Percentage)

Category		*Number of staff as at 30 June 2007*	*Number of separations*	*Turnover index*
Directors	D-2	96	17	17.7
	D-1	310	82	26.5
Professional category	P-5	885	154	17.4
	P-4	1 609	195	12.1
	P-3	1 445	145	10.0
	P-2/1	501	38	7.6
General Service and related categories		7 104	624	8.8
Total staff		**11 950**	**1 255**	**10.5**

(f) Forecast of anticipated retirements in the Secretariat

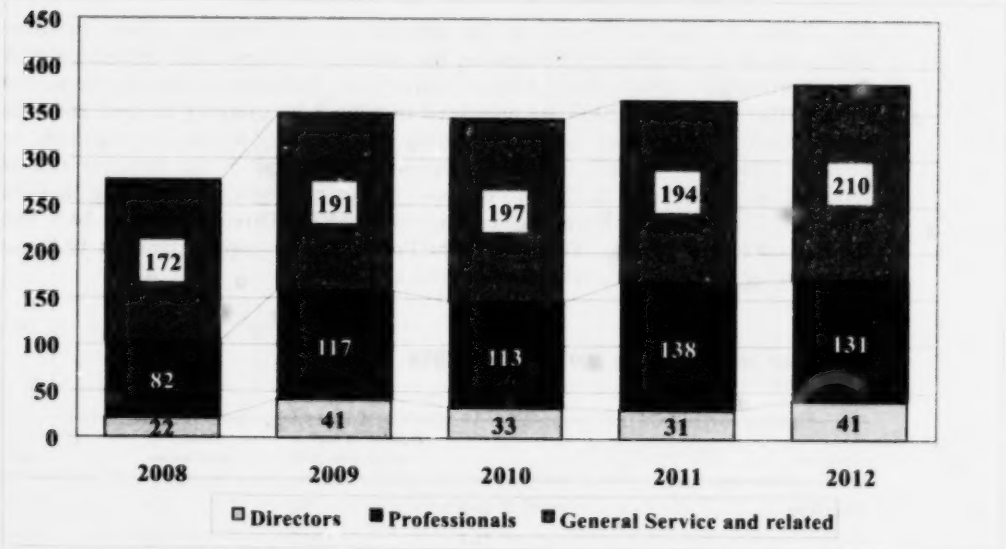
55. Each year a number of staff leave the Organization for different reasons. The yearly attrition rate is the result of anticipated retirements and unforeseeable events. Figure XV illustrates anticipated retirements by category for the period 2008-2012.

56. A total of 1,713 Secretariat staff will reach the mandatory age of separation during the period 2008-2012. This represents 13.9 per cent of the current workforce of staff holding a 100-series appointment of one year or longer (12,328). In the next four and a half years, an average of 381 staff will retire each year, ranging from a low of 343 in 2009 to a high of 382 in 2012. Figure XV indicates that, between 1 July 2008 and 31 December 2012, 168 Directors will retire, accounting for 9.8 per cent of all retirements, 581 staff (33.9 per cent) will retire from the Professional category and 964 staff (56.3 per cent) will retire from the General Service and related categories. Between 1 July 2008 and 31 December 2012, over all categories more women than men will retire. In the Professional and higher categories (P-2 to D-2), 64.8 per cent of the retirees will be male.

Figure XV

Anticipated retirements of staff holding a 100-series appointment of one year or longer by category, 2008-2012

(Total anticipated retirements: 1,713)



57. Retirement rates at the senior levels (P-5, D-1 and D-2) will be significant in a number of departments. A comparison of the number of expected retirements at those levels, by department and office, based on the present staffing table, is provided below. Departments and offices with a minimum of 20 staff at the senior levels have been divided into three groups that correspond to the percentage of their strategic replacement needs in the next five years, as follows:

(a) Departments and offices with low replacement needs (less than 25 per cent of their present staff). Department of Peacekeeping Operations (9.3 per cent), OIOS (15 per cent), UNEP (16.7 per cent), Economic Commission for Africa (20.5 per cent), Office for the Coordination of Humanitarian Affairs (22.2 per cent) and OHCHR (22.7 per cent);

(b) Departments and offices with medium replacement needs (between 25 and 40 per cent of their present staff). United Nations Office on Drugs and Crime (26.3 per cent), UNCTAD (27.1 per cent), United Nations Office at Vienna (28.3 per cent), Department of Public Information (28.3 per cent), Department of Management (29.1 per cent), Department of Field Support (30.4 per cent), field missions administered by the Department of Field Support (31.1 per cent), Economic Commission for Europe (31.8 per cent), UN-Habitat (33.3 per cent), Department of Political Affairs (34.4 per cent), United Nations Office at Geneva (37.8 per cent), Economic Commission for Latin America and the Caribbean (38.1 per cent) and Department for General Assembly and Conference Management (40 per cent);

(c) Departments and offices with high replacement needs (over 40 per cent of their present staff). Economic and Social Commission for Asia and the Pacific (40 per cent), Office of Legal Affairs (45 per cent) and Department of Economic and Social Affairs (44.8 per cent).

58. Monitoring of expected retirements of staff at the P-5, D-1 and D-2 levels helps in forecasting staff replacement requirements. Replacement needs for the P-5 level for the coming five years represent 25.7 per cent of the present number of staff. At the D-2 and D-1 levels needs are higher, at 37.2 per cent (see table 4).

Table 4
Replacement needs owing to retirement at the D-1/D-2 and P-5 levels, 2008-2012

	All posts			*Posts subject to geographical distribution*		
Year	*D-1/D-2*	*P-5*	*Total*	*D-1/D-2*	*P-5*	*Total*
2008	11	36	47	8	19	27
2009	29	49	78	26	25	51
2010	22	43	65	18	22	40
2011	25	58	83	17	36	53
2012	28	54	82	19	34	53
Total	**115**	**240**	**355**	**88**	**136**	**224**

D. Staff subject to the system of desirable ranges

59. By its resolution 42/220 A, the General Assembly introduced the current system of desirable ranges, which is based, with effect from 1 January 1988, on the following criteria:

(a) The base figure for the calculations would initially be 2,700 posts;

(b) The weight of the membership factor would be 40 per cent of the base figure;

(c) The population factor, which would be allotted a weight of 5 per cent, would be directly related to the population of Member States and posts subject to that factor would be distributed among Member States in proportion to their population;

(d) The contribution factor would be based on the distribution of the remaining posts among Member States in proportion to the scale of assessments;

(e) The upper and lower limits of each range would be based on a flexibility of 15 per cent upwards and downwards from the midpoint of the desirable range, but not less than 4.8 posts up or down, the upper limit of the range being not less than 14 posts;

(f) The base figure would be adjusted whenever the actual number of posts subject to geographical distribution increased or decreased by 100, the weights of the three factors being maintained.

60. Changes in the representation status of a Member State may result from a number of factors, such as appointment or separation of staff, adjustments of the desirable range because of an increase or decrease in the number of posts subject to geographical distribution, changes in the number of Member States, changes in the scale of assessments, changes in the population of a Member State and changes in the status of individual staff members (such as departure on secondment or special leave without pay, return from secondment or special leave or change in nationality).

61. In compliance with section III of General Assembly resolution 42/220 A, owing to the creation of additional posts, the base figure of posts subject to the system of desirable ranges was set at 2,700 in 1988. This number depends on the number of posts subject to geographical distribution but is not equal to it. The base figure is adjusted whenever the actual number of posts (budgeted) subject to geographical distribution increases or decreases by 100. During the reporting period, the base figure has been set at 3,100 owing to a change in the number of posts in the Professional and higher categories subject to the system of desirable ranges, which now stands at 3,159. For more details on the calculation of ranges and the midpoint, see annex I.

62. At present, 2,797 staff are on posts subject to geographical distribution as described in the paragraphs above. Staff under the system of desirable ranges are appointed by the Secretary-General under the 100 series of the Staff Rules for a period of at least one year to posts subject to geographical distribution in the Professional and higher categories funded under the regular budget.[5]

[5] The following are not included in the system of desirable ranges: staff appointed to the secretariats of subsidiary programmes, funds and organs with special status in matters of appointment; staff appointed to the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda; staff appointed to peacekeeping posts, posts specifically funded for other field mission service or posts financed under the support account for peacekeeping operations; staff appointed to posts with special language requirements; staff in the Field Service and the General Service and related categories of staff (such as Trades and Crafts, security officers and public information assistants) who are locally recruited; staff

63. The representation of Member States falls into four categories: unrepresented, underrepresented, within range and overrepresented. A Member State is unrepresented when none of its nationals has been appointed to a post subject to geographical distribution; it is underrepresented when the number of its nationals appointed to such posts is below the lower limit of the desirable range; it is within range when the number of its nationals appointed to such posts is between the upper and lower limits of the desirable range; and it is overrepresented when the number of its nationals appointed to such posts exceeds the upper limit of the desirable range.

1. Representation of Member States in the system of desirable ranges

64. As at 30 June 2008, 16 Member States were unrepresented (Bahrain, Comoros, Democratic People's Republic of Korea, Kiribati, Kuwait, Liechtenstein, Marshall Islands, Monaco, Montenegro, Nauru, Palau, Samoa, Sao Tome and Principe, Timor-Leste, United Arab Emirates and Vanuatu), two fewer than in June 2007. There were 24 underrepresented Member States, compared with 19 in June 2007 (Angola, Antigua and Barbuda, Bangladesh, Brunei Darussalam, Cambodia, Congo, Denmark, Guinea-Bissau, Iraq, Japan, Lao People's Democratic Republic, Libyan Arab Jamahiriya, Micronesia (Federated States of), Norway, Oman, Qatar, Republic of Korea, Saudi Arabia, Solomon Islands, Tajikistan, Tonga, Turkmenistan, Tuvalu and Yemen) and 21 Member States were overrepresented, compared with 22 in June 2007 (Argentina, Australia, Austria, Brazil, Bulgaria, Cameroon, Chile, Egypt, Ethiopia, Ghana, Italy, Kenya, Nigeria, Philippines, Romania, Russian Federation, South Africa, Uganda, Ukraine, Venezuela (Bolivarian Republic of) and Zimbabwe). The remaining 131 Member States were within range. The increase in the number of underrepresented Member States was largely caused by the increase in the number of budgeted posts subject to geographical distribution to 3,159.

65. The evolution of the representation of Member States in terms of staff appointed under the system of desirable ranges for the five-year period from 2004 to 2008 is illustrated in figure XVI.

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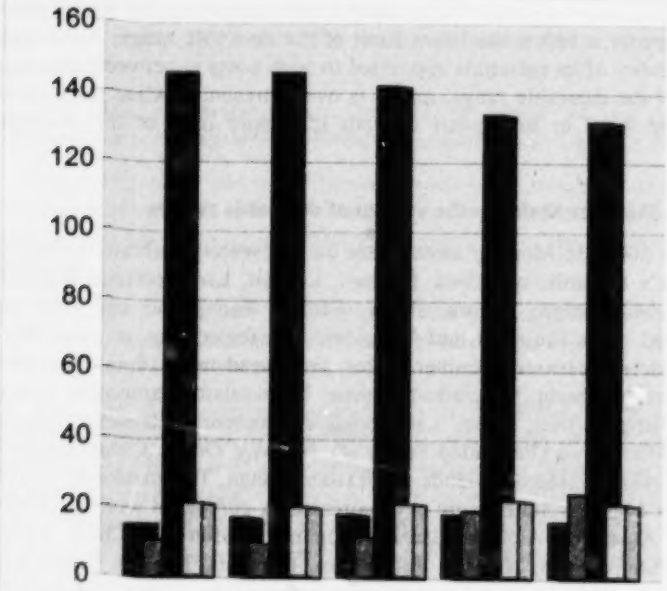
appointed to posts for service limited to UNEP, UN-Habitat or the United Nations Office on Drugs and Crime; staff appointed to posts financed on an inter-agency basis; staff appointed to technical cooperation project posts; national officers at United Nations information centres; staff on special leave without pay; and staff on secondment to other organizations.

Figure XVI
Representation of Member States, 2004-2008



	June 2004	June 2005	June 2006	June 2007	June 2008
Unrepresented	15	17	18	18	16
Underrepresented	10	9	11	19	24
Within range	145	145	141	133	131
Overrepresented	21	20	21	22	21

66. Tables A.3 to A.10 in annex II provide information concerning posts subject to geographical distribution. The data in table A.3 are arranged by nationality, grade and gender. The table includes the midpoint of the desirable range and the range itself. The data in table A.4 are arranged by nationality and type of appointment as at 30 June 2007 and 30 June 2008. Table A.5 shows appointments arranged by nationality, grade and gender for the period from 1 July 2007 to 30 June 2008. Table A.6 shows appointments and separations, by nationality, type of appointment and gender for the same period.

2. Representation of Member States at the senior and policymaking levels

67. In section X, paragraph 2, of its resolution 55/258, the General Assembly requested the Secretary-General to take all necessary measures to ensure, at the senior and policymaking levels of the Secretariat, the equitable representation of Member States, especially those with inadequate representation at those levels and unrepresented and underrepresented Member States, in particular developing countries, in accordance with the relevant resolutions of the Assembly, and to

continue to include relevant information thereon in all future reports on the composition of the Secretariat. That request was reaffirmed by the Assembly in section II, paragraph 38, of resolution 57/305, section IV, paragraph 6, of resolution 59/266 and section X, paragraph 14, of resolution 61/244.

68. Staff at the senior and policymaking levels are defined as those at the Principal Officer (D-1) grade and above. Table 5 contains data on senior officials appointed under the system of desirable ranges. It presents data on the representation of developing countries and other countries in posts subject to geographical distribution, based on the combined desirable ranges of each group compared with the number of staff from Member States of those groups. Table 5 also presents data on staff under the system of desirable ranges and staff at the D-1 grade and above, at the D-2 grade and above and at the grade of Assistant Secretary-General and above (for more detailed information on the representation of individual Member States at the senior and policymaking levels, see annex II, table A.10).

69. In table 5 below, the percentages of the combined desirable ranges of the three economic country groupings (developed countries, developing countries and countries with economies in transition) are compared to the percentages of staff from those groupings. The percentages of staff from developing and developed countries under the system of the desirable ranges were below the percentages of the combined desirable ranges of the same countries as at 30 June 2008.

Table 5

Distribution of staff subject to geographical distribution among developing countries, developed countries and countries with economies in transition, 2004-2008

Group	Year	Combined desirable ranges	Group midpoint	Percentage	Total staff		D-1 and above		D-2 and above		ASG and above	
					Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Developing countries	2004	933-1 263	1 098.1	40.7	1 023 (416)	40.7 (39.1)	148 (55)	44.7	56 (17)	48.7	20 (3)	51.3
	2005	968-1 310	1 139.3	40.7	1 024 (424)	39.7 (38.2)	141 (53)	42.9	49 (17)	45.4	17 (5)	41.5
	2006	1 003-1 357	1 180.0	40.7	1 051 (430)	39.9 (38.3)	138 (46)	40.8	50 (18)	43.5	24 (7)	49.0
	2007	1 034-1 398	1 215.9	40.5	1 089 (448)	39.9 (38.0)	132 (47)	39.4	50 (17)	42.7	21 (7)	44.7
	2008	1 068-1 445	1 256.5	40.5	1 119 (464)	40.1 (37.4)	136 (43)	39.4	53 (18)	44.9	26 (9)	51.0
Developed countries	2004	1 200-1 624	1 411.9	52.3	1 232 (591)	49.0 (55.6)	154 (64)	46.5	52 (18)	45.2	16 (6)	41.0
	2005	1 244-1 684	1 463.9	52.3	1 293 (625)	50.1 (56.3)	154 (61)	46.8	50 (17)	46.3	21 (6)	51.2
	2006	1 289-1 744	1 516.2	52.3	1 317 (626)	50.1 (55.8)	167 (63)	49.4	56 (22)	48.7	23 (6)	46.9
	2007	1 327-1 795	1 561.0	52.0	1 374 (663)	50.4 (56.2)	171 (71)	51.0	58 (20)	49.6	24 (6)	51.1
	2008	1 371-1 855	1 613.1	52.0	1 404 (698)	50.3 (56.2)	173 (73)	50.1	55 (21)	46.6	22 (6)	43.1
Countries with economies in transition	2004	162-219	190.0	7.0	258 (56)	10.3 (5.3)	29 (2)	8.8	7 (1)	6.1	3 (1)	7.7
	2005	167-226	196.8	7.0	262 (61)	10.2 (5.5)	34 (3)	10.3	9 (1)	8.3	3 (1)	7.3
	2006	173-234	203.8	7.0	263 (66)	10.0 (5.9)	33 (2)	9.8	9 (0)	7.8	2 (0)	4.1
	2007	190-257	223.0	7.4	264 (68)	09.7 (5.8)	32 (2)	9.6	9 (0)	7.7	2 (0)	4.3
	2008	196-265	230.5	7.4	271 (79)	09.7 (6.4)	36 (4)	10.4	10 (0)	8.5	3 (0)	5.9
Total	2004	2 295-3 105	2 700.0	100.0	2 513 (1 063)	100.0 (100.0)	331 (121)	100.0	115 (36)	100.0	39 (10)	100.0
	2005	2 380-3 220	2 800.0	100.0	2 579 (1 110)	100.0 (100.0)	329 (117)	100.0	108 (35)	100.0	41 (12)	100.0
	2006	2 465-3 335	2 900.0	100.0	2 631 (1 122)	100.0 (100.0)	338 (111)	100.0	115 (40)	100.0	49 (13)	100.0
	2007	2 550-3 450	3 000.0	100.0	2 727 (1 179)	100.0 (100.0)	335 (120)	100.0	117 (37)	100.0	47 (13)	100.0
	2008	2 635-3 565	3 100.0	100.0	2 794 (1 241)	100.0 (100.0)	345 (120)	100.0	118 (39)	100.0	51 (15)	100.0

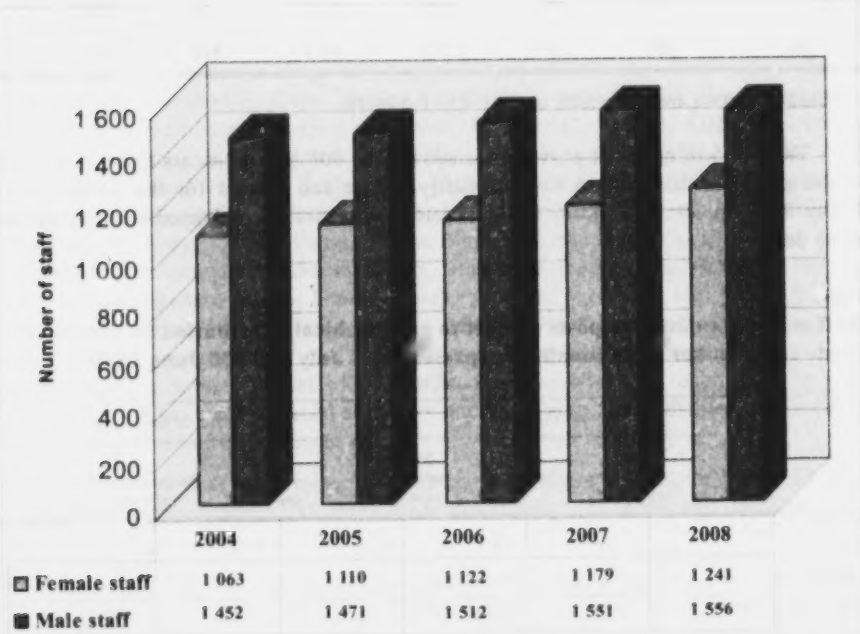
Source: *World Population Prospects: The 2006 Revision* (United Nations publication, forthcoming).

Note: Numbers in parentheses represent female staff members.

3. Female representation among staff under the system of desirable ranges

70. Since the forty-fifth session of the General Assembly and in compliance with General Assembly resolution 45/239 C, resolution 55/258, section XIV, paragraph 2, and resolution 57/305, section II, paragraphs 39 to 41, the Secretary-General has continued to report on efforts made to increase the number of women in posts subject to geographical distribution in the Secretariat, in particular in senior and policymaking posts. As at 30 June 2008, the number of female staff members at the D-1 level and above was 120, or 31.9 per cent of all staff at that level. Tables A.7 and A.9, section B, of annex II show staff in posts with special language requirements by nationality, grade and gender. The proportion of female staff in posts subject to geographical distribution for the five-year period from 2004 to 2008 is illustrated in figure XVII.

Figure XVII
Proportion of female and male staff in posts subject to geographical distribution, 2004-2008



71. The number and percentage of female staff in posts subject to geographical distribution and in posts with special language requirements by grade are shown below in table 6, which compares data for 1998 and 2008.

Table 6
Female staff by level in posts subject to geographical distribution and posts with special language requirements

	Geographical posts				*Language posts*[a]			
	1998		*2008*		*1998*		*2008*	
Grade	*Number*	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*
USG	2	8.3	9	32.1	—	—	—	—
ASG	3	20.0	6	26.1	—	—	—	—
D-2	14	21.5	24	35.8	—	—	—	—
D-1	60	28.7	81	35.5	—	—	—	—
P-5	139	31.3	191	36.1	48	35.8	66	41.3
P-4	241	35.7	348	44.2	123	35.3	143	39.6
P-3	253	42.1	354	49.6	126	37.5	144	48.6
P-2/1	173	47.3	228	54.2	21	50.0	18	58.1
Total	**885**	**36.9**	**1 241**	**44.4**	**318**	**37.0**	**371**	**43.8**

[a] Language posts are exclusively at the P-2 to P-5 levels.

72. Table A.5 of annex II provides details on the 208 appointments to posts subject to geographical distribution by nationality, grade and gender for the period from 1 July 2007 to 30 June 2008. Table 7 below provides a condensed version of the same data.

Table 7
Staff newly appointed to posts subject to geographical distribution by gender, grade and number of nationalities represented, 1 July 2007-30 June 2008[a]

	Female			*Male*		
Grade	*Number appointed*	*Percentage of total*	*Number of nationalities represented*	*Number appointed*	*Percentage of total*	*Number of nationalities represented*
USG	2	33.3	2	4	66.7	4
ASG	2	28.6	2	5	71.4	5
D-2	3	75.0	3	1	25.0	1
D-1	3	20.0	3	12	80.0	9
P-5	4	23.5	4	13	76.5	12
P-4	14	42.4	12	19	57.6	16
P-3	20	47.6	13	22	52.4	16
P-2/1	48	57.1	22	36	42.9	18
Total	**96**	**46.2**	**44**	**112**	**53.8**	**53**

[a] Serving staff who already had geographic appointment status are excluded.

73. Table A.9 of annex II shows the gender distribution of staff in the Secretariat by department or office and by grade as at 30 June 2008. Section A of the table reports on staff in posts subject to geographical distribution and section B provides data on staff in posts with special language requirements.

4. Recruitment of staff under the system of desirable ranges

74. During the period from 1 July 2007 to 30 June 2008, 208 appointments were made under the system of desirable ranges (see annex II, table A.5). Of that total, 2 appointments (1 per cent) were nationals of unrepresented Member States, 20 (9.6 per cent) were nationals of underrepresented Member States, 148 (71.2 per cent) were nationals of Member States that were within the desirable range and 37 (17.8 per cent) were of nationals of Member States that were overrepresented as at 30 June 2008. The remaining appointee was a stateless person.

75. Of the 208 appointments, 86 (41.3 per cent) were of candidates who had been successful in national competitive examinations for posts in the P-2 and P-3 grades. A total of 48 (55.8 per cent) of the 86 successful candidates in the examinations were women.

76. In 2008, 55 Member States participated in national competitive examinations (Afghanistan, Andorra, Angola, Antigua and Barbuda, Botswana, Brunei Darussalam, Cambodia, Cape Verde, Comoros, Congo, Costa Rica, Denmark, Dominica, Dominican Republic, Ecuador, Equatorial Guinea, Gabon, Grenada, Haiti, Honduras, Iran (Islamic Republic of), Japan, Lesotho, Libyan Arab Jamahiriya, Liechtenstein, Lithuania, Malawi, Maldives, Mexico, Micronesia (Federated States of), Moldova, Monaco, Montenegro, Morocco, Mozambique, Namibia, Norway, Oman, Palau, Papua New Guinea, Republic of Korea, Saint Lucia, Samoa, San Marino, Saudi Arabia, Sierra Leone, Slovenia, Solomon Islands, Suriname, Tajikistan, Tonga, United States, Vanuatu, Viet Nam and Yemen). These are unrepresented and underrepresented Member States and those in danger of becoming unrepresented or underrepresented. Examinations were given in seven occupational groups.[6] A total of 74 candidates from the 2007 examinations were successful: 15 have been placed and 10 of the remaining 59 candidates on the roster are in the process of being recruited.

77. Of the 208 staff appointed, 96 (46.2 per cent) were women, of whom 51 were from developed countries, 35 were from developing countries and 10 were from countries with economies in transition.

78. Among the 86 successful national competitive examination candidates, 37 (44.6 per cent) of the 83 P-2 candidates were recruited by offices away from Headquarters, while 46 (55.4 per cent) were recruited for posts in New York. The three P-3 candidates were recruited by offices in New York. Table 8 presents placement data by entity for the period from 1 July 2007 to 30 June 2008.

[6] Environment, finance, human rights, information technology, political affairs, programme evaluation and statistics.

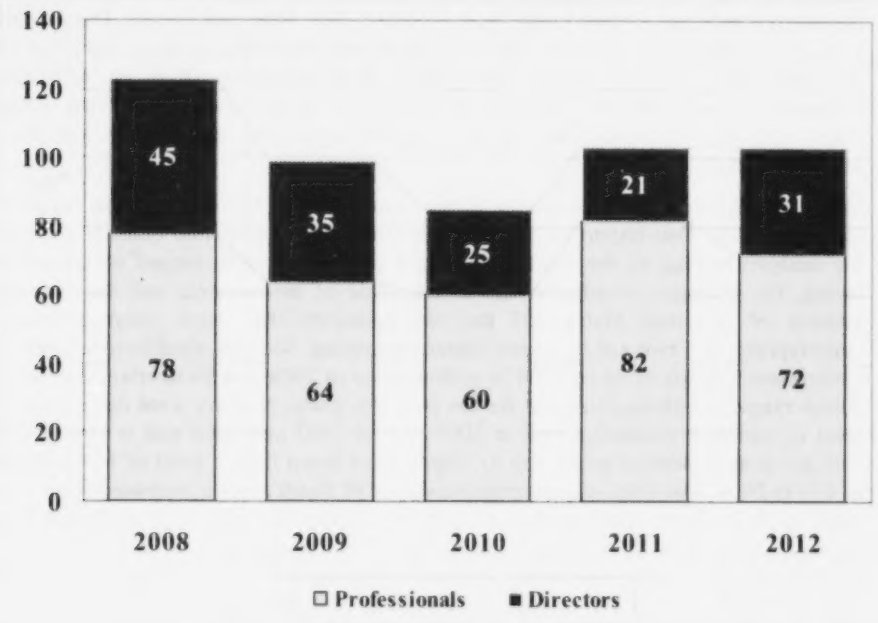
Table 8
National competitive examination placement by entity, 1 July 2007-30 June 2008

Department/office	*P-2*	*P-3*
Department for General Assembly and Conference Management	1	
Department of Economic and Social Affairs	12	
Department of Field Support	2	
Department of Management	6	
Department of Peacekeeping Operations	1	
Department of Political Affairs	3	
Department of Public Information	7	1
Economic and Social Commission for Asia and the Pacific	2	
Economic Commission for Africa	2	
Economic Commission for Europe	3	
Economic Commission for Latin America and the Caribbean	7	
Executive Office of the Secretary-General	1	
Office for the Coordination of Humanitarian Affairs	2	1
Office for Disarmament Affairs	1	
Office of Internal Oversight Services	6	1
Office of Legal Affairs	6	
Office of the United Nations High Commissioner for Human Rights	7	
United Nations Conference on Trade and Development	3	
United Nations Environment Programme	1	
United Nations Human Settlements Programme	1	
United Nations Office at Geneva	5	
United Nations Office at Nairobi	1	
United Nations Office on Drugs and Crime	3	
Total	**83**	**3**

5. Forecasts of anticipated retirements of Secretariat staff under the system of desirable ranges

79. Of the current 2,797 staff on posts subject to geographical distribution, 513 staff will retire between 2008 and 2012. During the period from 1 January to 30 June 2008, 44 staff retired (15 directors and 19 staff in the Professional category). The remaining 469 staff, representing 16.8 per cent of staff under the system of desirable ranges, will reach the mandatory retirement age between 1 July 2008 and December 2012. Retirements will average 103 staff members a year, ranging from a low of 85 staff in 2010 to a high of 123 staff in 2008. Figure XVIII indicates the breakdown between the Director and Professional categories.

Figure XVIII
Anticipated retirements by category for staff under the system of desirable ranges, 2008-2012
(Total anticipated retirements: 513)[a]



[a] Data for 2008 include 29 staff in the Professional category and 15 directors who retired in the first six months of the year.

E. Updated analysis of the level of underrepresentation of Member States

80. All staff currently serving on posts subject to geographical distribution from six Member States (Afghanistan, Congo, Libyan Arab Jamahiriya, Qatar, Sierra Leone and Tuvalu) will retire in the next five years. Seven Member States (Congo, Iraq, Japan, Libyan Arab Jamahiriya, Qatar, Saudi Arabia and Tuvalu) are underrepresented and will become further underrepresented if the numbers of their nationals expected to retire during this period are not balanced by a similar number of new recruitments from those Member States. A total of 10 Member States (Belgium, Chad, Iran (Islamic Republic of), Mexico, Saint Lucia, Sierra Leone, Afghanistan, United Kingdom of Great Britain and Northern Ireland, United States and Viet Nam) will become underrepresented if the numbers of nationals expected to retire during this period are not replaced by a similar number of new recruitments from those Member States. For 54 Member States, the proportion of currently serving nationals expected to retire by 2012 is between 20 and 50 per cent of their current number of staff, for 23 Member States it is between 10 and 20 per cent of their current number of staff and for 15 Member States it is less than 10 per cent. For 73 Member States, no retirements of staff are expected in the next five years.

81. Countries have been classified into three main groups for the purpose of analysing underrepresentation. The first group comprises 12 countries that have been underrepresented for at least two of the past five years by fewer than three staff members (that is, occasionally underrepresented): Brunei Darussalam, Cambodia, Guinea-Bissau, Kuwait, Lao People's Democratic Republic, Libyan Arab Jamahiriya, Norway, Oman, Qatar, Turkmenistan, Viet Nam and Yemen. The second group comprises three countries that have been underrepresented for at least four of the past five years by more than three staff members (that is, seriously underrepresented): Mexico, Republic of Korea and Saudi Arabia. The third group comprises one Member State, Japan, which continues to be very seriously underrepresented.

82. Table 9 indicates the evolution of the situation of underrepresentation between 2004 and 2008. One important element that needs to be taken into consideration in the analysis relates to the multiple changes in the desirable ranges of countries owing, for example, to adjustments in the scale of assessments and the varying number of Member States. Of the six countries that were most seriously underrepresented, two are no longer underrepresented. Mexico went from a level of underrepresentation of 14 in 2004 to within range in 2008 and Switzerland has been within range and above midpoint for the past two years. Norway went down from a level of underrepresentation of 8 in 2004 to 1 in 2007 and 2008 and is now in the first group as defined in paragraph 81. Japan went down from a level of 143 in 2004 to 136 in 2008. The level of underrepresentation of Saudi Arabia increased from 7 in 2004 to 9 in 2008. The number of nationals from the Republic of Korea has increased by 5, from 27 in 2004 to 32 in 2008. Despite the increase in numbers, the level of underrepresentation of the Republic of Korea has increased from 1 in 2004 to 6 in 2008 owing to the change in its scale of assessment and the review of the base figure of posts subject to geographical distribution from 2,900 posts in 2004 to 3,100 posts in 2008.

83. Representation status is affected by staff movements, specifically appointments and separations. In the period from 2004 to 2008 there were 7 appointments of staff from unrepresented Member States (an average of 1.4 per year) and 112 appointments from underrepresented Member States (an average of 22.4 per year). The 112 nationals recruited from unrepresented and underrepresented Member States between 2004 and 2008 represent 10.1 per cent of the total staff recruited on posts subject to geographical distribution. The proportion of nationals of underrepresented Member States recruited has changed from 5.8 per cent (12 staff) in 2004 to 9.6 per cent (20 staff) in 2008. A reduction in the number of unrepresented and underrepresented Member States will require a higher proportion of recruitment from those States. Within the next five years (2008-2012), 469 staff in the system of desirable ranges will retire (16.8 per cent of 2,797). This will create opportunities to improve the current geographical distribution of staff.

Table 9
Level of underrepresentation of Member States considered to be seriously or very seriously underrepresented[a]

	30 June 2004			*30 June 2005*			*30 June 2006*			*30 June 2007*			*30 June 2008*		
Country	*Range*	*Number of staff*	*Level of under-represen-tation*	*Range*	*Number of staff*	*Level of under-represen-tation*	*Range*	*Number of staff*	*Level of under-represen-tation*	*Range*	*Number of staff*	*Level of under-represen-tation*	*Range*	*Number of staff*	*Level of under-represen-tation*
Mexico	30-41	16	14	32-43	19	13	33-44	27	6	39-53	38	1	40-55	41	—
Republic of Korea	26-38	27	1	29-40	31	—	30-41	29	1	37-50	31	6	38-51	32	6
Saudi Arabia	12-22	7	5	13-22	6	7	13-23	5	7	14-24	7	7	15-25	6	9
Japan	253-342	110	143	262-355	111	151	272-367	110	162	241-326	108	133	249-337	113	136

[a] As defined in paragraph 81 of the present report.

III. Geographical representation at the senior and policymaking levels of the Secretariat

84. The General Assembly, in section X, paragraph 14, of its resolution 61/244, requested the Secretary-General to take all necessary measures to ensure, at the senior and policymaking levels of the Secretariat, equitable representation of Member States, especially those with inadequate representation at those levels, and to include relevant information thereon in all future reports on the composition of the Secretariat.

85. The Secretary-General is committed especially to improving gender and geographical balance at the senior level from the D-2 and above. As the first step, the Secretary-General took the initiative to increase women representation at the highest level of the Headquarters in New York. Women representation at the heads of the line departments (the USG level) and DSG at Headquarters has increased from 17 per cent at the end of 2006 to almost 40 per cent as of August 2008. The Secretary-General also appointed a woman as Special Representative (the USG level) — the first since 1992 — and several other women as Deputy Special Representative (the D-2 and ASG level).

86. In addition to setting the example in appointing women to most senior positions, the Secretary-General also requested that recommendations for appointments at the D-2 level and above in the overall Secretariat contain a list of at least three qualified candidates that includes qualified women. This directive is being implemented. Moreover, interview panels that are gender and geographically balanced, to ensure proper consideration of all cases reviewed, have become the norm. Some progress in gender representation has been registered in the overall staff populations from the D-2 level to the Under-Secretary-General level at Headquarters during the past year. The Secretary-General has called on his senior advisers to follow his example and record greater progress in the current year.

87. At the Assistant Secretary-General and Under-Secretary-General levels in the Secretariat (covering headquarters in New York, Geneva, Vienna and Nairobi, the regional commissions and peacekeeping and special political missions) the Secretary-General is advised by senior officials from about 70 different countries. He is committed to continuing to expand the geographical representation at these levels. The Secretary-General has solicited nominations from Member States for such senior positions and will continue to do so.

IV. Implementation of human resources action plans

88. The General Assembly, in its resolution 57/305, requested the Secretary-General to report to the General Assembly annually on progress made by departments in the implementation of their human resources action plans. Subsequently, in resolution 59/266, the Assembly stressed the need for adequate mechanisms to ensure the accountability of programme managers for the achievement of objectives contained in action plans and requested the Secretary-General to ensure that the reconstituted Accountability Panel (the Management Performance Board) had the authority necessary to hold programme managers accountable for their performance in achieving the objectives contained in their action plans.

89. The biennial human resources action plans, agreed to between heads of department or office and the Assistant Secretary-General for Human Resources Management, are intended to facilitate and monitor the performance of individual departments and offices against the Organization's legislative mandates in human resources management. As such, in addition to the senior management compacts with the Secretary-General, human resources action plans constitute an important accountability mechanism.

90. To further improve transparency and empower departments and offices, the Office of Human Resources Management has implemented in 2008 an enhanced version of the website for human resources action plans. The website now provides in one place comprehensive statistical data on implementation of departmental human resources action plans, derived from various stand-alone data systems. The website allows monitoring of departmental performance of all human resource targets, thus facilitating informed decisions on human resources management. The Office has trained more than 60 departmental officials and focal points for the action plans in all major duty stations in the use of the website.

91. Throughout the cycle, the Office of Human Resources Management monitors and evaluates the implementation of the human resources action plans, in close cooperation with departments and offices, at the middle and the end of each cycle. A performance score card and an overall organizational summary for each department are provided to the Management Performance Board for review.

92. The Management Performance Board reviewed the mid-cycle performance results for the first year of the current (fifth cycle) human resources action plans (2007-2008) in July 2008. Following this review, the Deputy Secretary-General, who chairs the Board, conveyed the Board's evaluation and recommendations to each head of department. Progress made in the implementation of the action plans will be measured and evaluated at the end of the cycle (31 December 2008) and reported to the General Assembly.

V. Conclusion

93. **The Secretary-General invites the General Assembly to take note of the present report.**

Annex I

System of desirable ranges

Method of calculation of the midpoint and ranges

1. Three factors are used to calculate the midpoint of the desirable range: the membership factor, the contribution factor and the population factor.

2. The membership factor is defined by the number of Member States and is the same for each Member State. It accounts for 40 per cent of the base figure and is equal to 6.5 posts for each Member State, which is the total number of posts for this factor (40 per cent of 3,100 = 1,240 posts), divided by the number of Member States (192).

3. The contribution factor is based on the most recent scale of assessments agreed by the General Assembly; the number of posts allotted for each Member State varies proportionally. The contribution factor, which is different for each Member State, represents the total number of posts for that factor (55 per cent of 3,100 = 1,705 posts) divided by 100 and multiplied by the Member State's most recent assessment percentage.

4. The population factor is based on the proportion of each Member State's population as compared with the global population of all Member States. The figures are based on United Nations statistics (population and vital statistics report) for each country. This factor is equal to the total number of posts for the population factor (5 per cent of 3,100 = 155 posts) divided by the total population of all Member States and multiplied by the population of the relevant Member State.

5. Once the three factors have been calculated, the midpoint of the range is derived by adding the individual Member State's share of the membership factor, the contribution factor and the population factor. The upper and lower limits of each range are determined by adding or subtracting 15 per cent from the midpoint of the range. The General Assembly, in its resolution 42/220 A, specified that that flexibility must cover a minimum of 4.8 posts and that the upper limit of the range should be not less than 14 posts.

Calculation of the weighted ranges

6. Table A.8 of annex II provides data pertinent to the application of the system of desirable ranges for the geographical distribution of staff. It also shows the weighted distribution of staff and the weighted staff position for each Member State, in points.

7. As indicated in table A.11 of annex II, the percentage of total staff at each level (column 2) is applied to the base figure of 3,100 (column 3). The resulting figure is weighted by the gross salary per annum in United States dollars divided by 1,000 (column 4) to produce a weighted base figure (column 5). As at 30 June 2008, the weighted average value of each post was 89.36 points (277,001/3,100). Accordingly, the weighted membership factor was 110,800 points (40 per cent of 277,001), the weighted population factor was 13,850 points (5 per cent) and the weighted contribution factor was 152,351 points (55 per cent). These figures

represent the global numbers; for each Member State a separate calculation based on the same factors results in a weighted base figure. The weighted midpoint shown in table A.8 represents the sum of the weighted membership, population and contribution factors, and the weighted range is calculated as 15 per cent upward and downward (but not less than 429 points up and down (4.8 x 89.36), with the upper limit being not less than 1,251 points (14 x 89.36)). The weighted staff position for each Member State comprises the total number of staff of that country by grade, multiplied by the gross annual salary by grade.

Annex II

Comprehensive statistical tables

Table A.1
Staff under contract with the United Nations Secretariat by nationality, category and gender as at 30 June 2008

A. All staff
(Population: 39,503)

	Professional and higher categories				*Experts*				*General Service and related categories*				*Total*				
Country of nationality	*F*	*M*	*Total*	% *Women*	*F*	*M*	*Total*	% *Women*	*F*	*M*	*Total*	% *Women*	*F*	*M*	*Total*	% *Women*	% *Country*
Afghanistan	0	10	10	0.00	0	2	2	0.00	63	1 055	1 118	5.64	63	1 067	1 130	5.58	2.86
Albania	12	10	22	54.55	0	1	1	0.00	15	12	27	55.56	27	23	50	54.00	0.13
Algeria	9	20	29	31.03	0	2	2	0.00	15	20	35	42.86	24	42	66	36.36	0.17
Andorra	0	2	2	0.00	0	0	0	0.00	0	0	0	0.00	0	2	2	0.00	0.01
Angola	0	1	1	0.00	0	0	0	0.00	1	16	17	5.88	1	17	18	5.56	0.05
Antigua and Barbuda	1	0	1	100.00	0	1	1	0.00	3	2	5	60.00	4	3	7	57.14	0.02
Argentina	51	57	108	47.22	5	12	17	29.41	32	31	63	50.79	88	100	188	46.81	0.48
Armenia	3	7	10	30.00	0	0	0	0.00	3	3	6	50.00	6	10	16	37.50	0.04
Australia	83	126	209	39.71	8	17	25	32.00	45	48	93	48.39	136	191	327	41.59	0.83
Austria	37	49	86	43.02	12	9	21	57.14	129	138	267	48.31	178	196	374	47.59	0.95
Azerbaijan	4	4	8	50.00	0	1	1	0.00	1	1	2	50.00	5	6	11	45.45	0.03
Bahamas	9	3	12	75.00	0	0	0	0.00	2	0	2	100.00	11	3	14	78.57	0.04
Bahrain	2	2	4	50.00	0	0	0	0.00	4	3	7	57.14	6	5	11	54.55	0.03
Bangladesh	5	52	57	8.77	4	5	9	44.44	4	24	28	14.29	13	81	94	13.83	0.24
Barbados	6	2	8	75.00	1	0	1	100.00	8	33	41	19.51	15	35	50	30.00	0.13
Belarus	2	16	18	11.11	1	0	1	100.00	6	2	8	75.00	9	18	27	33.33	0.07
Belgium	52	82	134	38.81	7	24	31	22.58	28	21	49	57.14	87	127	214	40.65	0.54
Belize	1	3	4	25.00	0	0	0	0.00	3	1	4	75.00	4	4	8	50.00	0.02
Benin	8	36	44	18.18	0	3	3	0.00	10	19	29	34.48	18	58	76	23.68	0.19
Bhutan	1	7	8	12.50	1	0	1	100.00	10	7	17	58.82	12	14	26	46.15	0.07
Bolivia	5	10	15	33.33	1	5	6	16.67	13	7	20	65.00	19	22	41	46.34	0.10
Bosnia and Herzegovina	14	17	31	45.16	2	0	2	100.00	62	75	137	45.26	78	92	170	45.88	0.43

Country of nationality	Professional and higher categories				Experts				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Country
Botswana	5	4	9	55.56	0	0	0	0.00	1	1	2	50.00	6	5	11	54.55	0.03
Brazil	34	50	84	40.48	6	5	11	54.55	30	23	53	56.60	70	78	148	47.30	0.37
Brunei Darussalam	0	1	1	0.00	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0.00
Bulgaria	23	32	55	41.82	2	2	4	50.00	4	13	17	23.53	29	47	76	38.16	0.19
Burkina Faso	9	22	31	29.03	0	4	4	0.00	5	13	18	27.78	14	39	53	26.42	0.13
Burundi	8	16	24	33.33	0	5	5	0.00	97	166	263	36.88	105	187	292	35.96	0.74
Cambodia	1	4	5	20.00	0	5	5	0.00	5	5	10	50.00	6	14	20	30.00	0.05
Cameroon	32	101	133	24.06	2	5	7	28.57	54	33	87	62.07	88	139	227	38.77	0.57
Canada	147	251	398	36.93	13	36	49	26.53	136	104	240	56.67	296	391	687	43.09	1.74
Cape Verde	1	5	6	16.67	0	0	0	0.00	2	1	3	66.67	3	6	9	33.33	0.02
Central African Republic	1	5	6	16.67	0	0	0	0.00	20	54	74	27.03	21	59	80	26.25	0.20
Chad	0	6	6	0.00	1	0	1	100.00	20	74	94	21.28	21	80	101	20.79	0.26
Chile	26	30	56	46.43	3	13	16	18.75	165	137	302	54.64	194	180	374	51.87	0.95
China	115	155	270	42.59	3	5	8	37.50	71	55	126	56.35	189	215	404	46.78	1.02
Colombia	31	19	50	62.00	7	3	10	70.00	29	33	62	46.77	67	55	122	54.92	0.31
Comoros	0	2	2	0.00	0	0	0	0.00	1	1	2	50.00	1	3	4	25.00	0.01
Congo	7	9	16	43.75	0	2	2	0.00	8	11	19	42.11	15	22	37	40.54	0.09
Costa Rica	4	8	12	33.33	2	1	3	66.67	3	2	5	60.00	9	11	20	45.00	0.05
Côte d'Ivoire	8	45	53	15.09	0	2	2	0.00	150	482	632	23.73	158	529	687	23.00	1.74
Croatia	31	22	53	58.49	0	0	0	0.00	81	70	151	53.64	112	92	204	54.90	0.52
Cuba	9	11	20	45.00	1	0	1	100.00	6	4	10	60.00	16	15	31	51.61	0.08
Cyprus	3	3	6	50.00	0	0	0	0.00	31	51	82	37.80	34	54	88	38.64	0.22
Czech Republic	8	11	19	42.11	0	0	0	0.00	13	15	28	46.43	21	26	47	44.68	0.12
Democratic Republic of the Congo	8	18	26	30.77	0	7	7	0.00	305	1 745	2 050	14.88	313	1 770	2 083	15.03	5.27
Denmark	21	42	63	33.33	8	18	26	30.77	8	21	29	27.59	37	81	118	31.36	0.30
Djibouti	2	7	9	22.22	0	0	0	0.00	0	1	1	0.00	2	8	10	20.00	0.03
Dominica	0	3	3	0.00	0	0	0	0.00	1	4	5	20.00	1	7	8	12.50	0.02
Dominican Republic	2	4	6	33.33	0	0	0	0.00	9	6	15	60.00	11	10	21	52.38	0.05
Ecuador	9	10	19	47.37	1	3	4	25.00	10	8	18	55.56	20	21	41	48.78	0.10

Country of nationality	Professional and higher categories				Experts				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Country
Egypt	53	89	142	37.32	3	9	12	25.00	23	54	77	29.87	79	152	231	34.20	0.58
El Salvador	8	8	16	50.00	0	0	0	0.00	14	4	18	77.78	22	12	34	64.71	0.09
Equatorial Guinea	1	2	3	33.33	0	0	0	0.00	0	0	0	0.00	1	2	3	33.33	0.01
Eritrea	4	7	11	36.36	0	0	0	0.00	83	123	206	40.29	87	130	217	40.09	0.55
Estonia	3	4	7	42.86	0	0	0	0.00	0	3	3	0.00	3	7	10	30.00	0.03
Ethiopia	19	59	78	24.36	4	9	13	30.77	301	366	667	45.13	324	434	758	42.74	1.92
Fiji	8	12	20	40.00	0	0	0	0.00	10	80	90	11.11	18	92	110	16.36	0.28
Finland	17	20	37	45.95	17	6	23	73.91	10	32	42	23.81	44	58	102	43.14	0.26
France	338	285	623	54.25	44	49	93	47.31	418	362	780	53.59	800	696	1 496	53.48	3.79
Gabon	2	6	8	25.00	0	1	1	0.00	0	0	0	0.00	2	7	9	22.22	0.02
Gambia	9	26	35	25.71	0	0	0	0.00	5	13	18	27.78	14	39	53	26.42	0.13
Georgia	1	4	5	20.00	0	0	0	0.00	32	77	109	29.36	33	81	114	28.95	0.29
Germany	162	174	336	48.21	41	34	75	54.67	47	34	81	58.02	250	242	492	50.81	1.25
Ghana	16	101	117	13.68	1	7	8	12.50	51	109	160	31.88	68	217	285	23.86	0.72
Greece	19	17	36	52.78	0	3	3	0.00	14	11	25	56.00	33	31	64	51.56	0.16
Grenada	0	3	3	0.00	0	0	0	0.00	3	2	5	60.00	3	5	8	37.50	0.02
Guatemala	4	5	9	44.44	0	1	1	0.00	20	23	43	46.51	24	29	53	45.28	0.13
Guinea	1	17	18	5.56	0	3	3	0.00	5	7	12	41.67	6	27	33	18.18	0.08
Guinea-Bissau	3	4	7	42.86	0	1	1	0.00	5	11	16	31.25	8	16	24	33.33	0.06
Guyana	14	8	22	63.64	0	0	0	0.00	27	22	49	55.10	41	30	71	57.75	0.18
Haiti	5	10	15	33.33	0	0	0	0.00	297	979	1 276	23.28	302	989	1 291	23.39	3.27
Honduras	3	11	14	21.43	0	0	0	0.00	12	12	24	50.00	15	23	38	39.47	0.10
Hungary	9	16	25	36.00	0	1	1	0.00	7	7	14	50.00	16	24	40	40.00	0.10
Iceland	1	3	4	25.00	0	0	0	0.00	1	9	10	10.00	2	12	14	14.29	0.04
India	52	159	211	24.64	7	18	25	28.00	87	231	318	27.36	146	408	554	26.35	1.40
Indonesia	10	12	22	45.45	1	1	2	50.00	21	18	39	53.85	32	31	63	50.79	0.16
Iran (Islamic Republic of)	12	11	23	52.17	2	3	5	40.00	10	9	19	52.63	24	23	47	51.06	0.12
Iraq	7	14	21	33.33	0	3	3	0.00	65	237	302	21.52	72	254	326	22.09	0.83
Ireland	28	47	75	37.33	3	4	7	42.86	34	47	81	41.98	65	98	163	39.88	0.41
Israel	9	17	26	34.62	0	1	1	0.00	17	27	44	38.64	26	45	71	36.62	0.18

Country of nationality	Professional and higher categories				Experts				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Country
Italy	130	138	268	48.51	42	51	93	45.16	101	153	254	39.76	273	342	615	44.39	1.56
Jamaica	19	10	29	65.52	0	1	1	0.00	65	60	125	52.00	84	71	155	54.19	0.39
Japan	101	66	167	60.48	12	13	25	48.00	38	10	48	79.17	151	89	240	62.92	0.61
Jordan	20	37	57	35.09	2	4	6	33.33	40	151	191	20.94	62	192	254	24.41	0.64
Kazakhstan	8	7	15	53.33	1	1	2	50.00	2	0	2	100.00	11	8	19	57.89	0.05
Kenya	96	89	185	51.89	8	17	25	32.00	570	490	1 060	53.77	674	596	1 270	53.07	3.21
Kuwait	0	1	1	0.00	0	0	0	0.00	0	2	2	0.00	0	3	3	0.00	0.01
Kyrgyzstan	3	7	10	30.00	1	1	2	50.00	0	2	2	0.00	4	10	14	28.57	0.04
Lao People's Democratic Republic	0	2	2	0.00	0	0	0	0.00	0	0	0	0.00	0	2	2	0.00	0.01
Latvia	1	2	3	33.33	2	0	2	100.00	1	4	5	20.00	4	6	10	40.00	0.03
Lebanon	39	31	70	55.71	0	5	5	0.00	283	756	1 039	27.24	322	792	1 114	28.90	2.82
Lesotho	4	1	5	80.00	0	0	0	0.00	1	0	1	100.00	5	1	6	83.33	0.02
Liberia	8	11	19	42.11	1	3	4	25.00	213	786	999	21.32	222	800	1 022	21.72	2.59
Libyan Arab Jamahiriya	0	3	3	0.00	0	0	0	0.00	2	2	4	50.00	2	5	7	28.57	0.02
Liechtenstein	0	0	0	0.00	2	0	2	100.00	0	0	0	0.00	2	0	2	100.00	0.01
Lithuania	1	2	3	33.33	0	0	0	0.00	1	2	3	33.33	2	4	6	33.33	0.02
Luxembourg	1	3	4	25.00	2	2	4	50.00	0	1	1	0.00	3	6	9	33.33	0.02
Madagascar	4	9	13	30.77	1	0	1	100.00	10	6	16	62.50	15	15	30	50.00	0.08
Malawi	1	13	14	7.14	0	0	0	0.00	2	3	5	40.00	3	16	19	15.79	0.05
Malaysia	23	23	46	50.00	2	4	6	33.33	8	18	26	30.77	33	45	78	42.31	0.20
Maldives	2	2	4	50.00	0	0	0	0.00	0	0	0	0.00	2	2	4	50.00	0.01
Mali	10	31	41	24.39	1	5	6	16.67	11	5	16	68.75	22	41	63	34.92	0.16
Malta	4	6	10	40.00	0	0	0	0.00	3	0	3	100.00	7	6	13	53.85	0.03
Mauritania	0	23	23	0.00	0	1	1	0.00	1	1	2	50.00	1	25	26	3.85	0.07
Mauritius	7	8	15	46.67	0	2	2	0.00	5	8	13	38.46	12	18	30	40.00	0.08
Mexico	30	38	68	44.12	3	4	7	42.86	54	24	78	69.23	87	66	153	56.86	0.39
Micronesia (Federated States of)	0	1	1	0.00	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0.00
Mongolia	6	7	13	46.15	4	0	4	100.00	7	1	8	87.50	17	8	25	68.00	0.06
Montenegro	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0	1	1	0.00	0.00

Country of nationality	Professional and higher categories				Experts				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Country
Morocco	21	43	64	32.81	2	4	6	33.33	63	160	223	28.25	86	207	293	29.35	0.74
Mozambique	0	6	6	0.00	0	0	0	0.00	5	0	5	100.00	5	6	11	45.45	0.03
Myanmar	6	7	13	46.15	0	1	1	0.00	42	44	86	48.84	48	52	100	48.00	0.25
Namibia	2	2	4	50.00	0	0	0	0.00	4	2	6	66.67	6	4	10	60.00	0.03
Nepal	3	59	62	4.84	1	5	6	16.67	99	299	398	24.87	103	363	466	22.10	1.18
Netherlands	52	87	139	37.41	7	27	34	20.59	73	135	208	35.10	132	249	381	34.65	0.96
New Zealand	17	45	62	27.42	3	8	11	27.27	13	40	53	24.53	33	93	126	26.19	0.32
Nicaragua	3	4	7	42.86	0	0	0	0.00	3	0	3	100.00	6	4	10	60.00	0.03
Niger	5	19	24	20.83	0	0	0	0.00	15	16	31	48.39	20	35	55	36.36	0.14
Nigeria	33	103	136	24.26	3	6	9	33.33	32	62	94	34.04	68	171	239	28.45	0.61
Norway	15	30	45	33.33	18	6	24	75.00	7	33	40	17.50	40	69	109	36.70	0.28
Oman	0	1	1	0.00	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0.00
Pakistan	11	74	85	12.94	0	11	11	0.00	11	129	140	7.86	22	214	236	9.32	0.60
Panama	7	5	12	58.33	0	0	0	0.00	13	9	22	59.09	20	14	34	58.82	0.09
Papua New Guinea	0	4	4	0.00	0	0	0	0.00	0	1	1	0.00	0	5	5	0.00	0.01
Paraguay	6	3	9	66.67	0	1	1	0.00	2	4	6	33 33	8	8	16	50.00	0.04
Peru	17	25	42	40.48	1	4	5	20.00	83	66	149	55.70	101	95	196	51.53	0.50
Philippines	63	50	113	55.75	3	7	10	30.00	395	274	669	59.04	461	331	792	58.21	2.00
Poland	11	34	45	24.44	2	7	9	22.22	12	12	24	50.00	25	53	78	32.05	0.20
Portugal	15	20	35	42.86	4	1	5	80.00	19	38	57	33.33	38	59	97	39.18	0.25
Qatar	0	1	1	0.00	0	1	1	0.00	0	0	0	0.00	0	2	2	0.00	0.01
Republic of Korea	21	35	56	37.50	5	6	11	45.45	4	5	9	44.44	30	46	76	39.47	0.19
Republic of Moldova	1	3	4	25.00	1	0	1	100.00	0	0	0	0.00	2	3	5	40.00	0.01
Romania	15	20	35	42.86	1	6	7	14.29	23	80	103	22.33	39	106	145	26.90	0.37
Russian Federation	45	302	347	12.97	3	2	5	60.00	188	89	277	67.87	236	393	629	37.52	1.59
Rwanda	11	49	60	18.33	1	2	3	33.33	47	103	150	31.33	59	154	213	27.70	0.54
Saint Kitts and Nevis	5	2	7	71.43	0	0	0	0.00	0	0	0	0.00	5	2	7	71.43	0.02
Saint Lucia	1	2	3	33.33	0	0	0	0.00	3	1	4	75.00	4	3	7	57.14	0.02
Saint Vincent and the Grenadines	2	3	5	40.00	0	1	1	0.00	1	3	4	25.00	3	7	10	30.00	0.03

Country of nationality	Professional and higher categories				Experts				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Country
Samoa	0	0	0	0.00	0	0	0	0.00	1	7	8	12.50	1	7	8	12.50	0.02
San Marino	2	0	2	100.00	0	0	0	0.00	0	0	0	0.00	2	0	2	100.00	0.01
Sao Tome and Principe	0	2	2	0.00	0	0	0	0.00	1	0	1	100.00	1	2	3	33.33	0.01
Saudi Arabia	4	2	6	66.67	0	0	0	0.00	0	0	0	0.00	4	2	6	66.67	0.02
Senegal	23	76	99	23.23	3	9	12	25.00	20	47	67	29.85	46	132	178	25.84	0.45
Serbia	27	26	53	50.94	0	1	1	0.00	613	1 514	2 127	28.82	640	1 541	2 181	29.34	5.52
Seychelles	2	5	7	28.57	0	0	0	0.00	4	0	4	100.00	6	5	11	54.55	0.03
Sierra Leone	13	21	34	38.24	2	5	7	28.57	90	205	295	30.51	105	231	336	31.25	0.85
Singapore	14	10	24	58.33	0	0	0	0.00	4	2	6	66.67	18	12	30	60.00	0.08
Slovakia	3	9	12	25.00	0	0	0	0.00	5	10	15	33.33	8	19	27	29.63	0.07
Slovenia	7	5	12	58.33	0	1	1	0.00	2	3	5	40.00	9	9	18	50.00	0.05
Solomon Islands	0	1	1	0.00	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0.00
Somalia	3	13	16	18.75	1	4	5	20.00	3	18	21	14.29	7	35	42	16.67	0.11
South Africa	26	43	69	37.68	3	5	8	37.50	18	45	63	28.57	47	93	140	33.57	0.35
Spain	111	122	233	47.64	16	10	26	61.54	56	43	99	56.57	183	175	358	51.12	0.91
Sri Lanka	9	25	34	26.47	2	4	6	33.33	25	61	86	29.07	36	90	126	28.57	0.32
Sudan	7	35	42	16.67	0	5	5	0.00	523	2 907	3 430	15.25	530	2 947	3 477	15.24	8.80
Suriname	2	1	3	66.67	0	0	0	0.00	1	0	1	100.00	3	1	4	75.00	0.01
Swaziland	2	1	3	66.67	0	0	0	0.00	0	0	0	0.00	2	1	3	66.67	0.01
Sweden	48	42	90	53.33	13	12	25	52.00	16	40	56	28.57	77	94	171	45.03	0.43
Switzerland	81	42	123	65.85	16	18	34	47.06	69	74	143	48.25	166	134	300	55.33	0.76
Syrian Arab Republic	18	14	32	56.25	1	1	2	50.00	42	88	130	32.31	61	103	164	37.20	0.42
Tajikistan	2	5	7	28.57	0	2	2	0.00	15	23	38	39.47	17	30	47	36.17	0.12
Thailand	13	15	28	46.43	2	3	5	40.00	219	171	390	56.15	234	189	423	55.32	1.07
The former Yugoslav Republic of Macedonia	4	10	14	28.57	0	0	0	0.00	17	30	47	36.17	21	40	61	34.43	0.15
Timor-Leste	1	0	1	100.00	0	0	0	0.00	147	693	840	17.50	148	693	841	17.60	2.13
Togo	3	31	34	8.82	0	1	1	0.00	7	11	18	38.89	10	43	53	18.87	0.13
Tonga	1	0	1	100.00	0	0	0	0.00	0	0	0	0.00	1	0	1	100.00	0.00
Trinidad and Tobago	20	14	34	58.82	1	1	2	50.00	68	91	159	42.77	89	106	195	45.64	0.49

Country of nationality	Professional and higher categories				Experts				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Country
Tunisia	11	38	49	22.45	3	4	7	42.86	14	25	39	35.90	28	67	95	29.47	0.24
Turkey	14	14	28	50.00	0	2	2	0.00	8	18	26	30.77	22	34	56	39.29	0.14
Turkmenistan	1	0	1	100.00	1	0	1	100.00	0	0	0	0.00	2	0	2	100.00	0.01
Tuvalu	0	1	1	0.00	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0.00
Uganda	26	65	91	28.57	5	5	10	50.00	66	113	179	36.87	97	183	280	34.64	0.71
Ukraine	8	59	67	11.94	1	0	1	100.00	18	25	43	41.86	27	84	111	24.32	0.28
United Kingdom of Great Britain and Northern Ireland	212	289	501	42.32	24	44	68	35.29	200	151	351	56.98	436	484	920	47.39	2.33
United Republic of Tanzania	21	35	56	37.50	1	2	3	33.33	143	304	447	31.99	165	341	506	32.61	1.28
United States of America	567	557	1 124	50.44	26	47	73	35.62	710	662	1 372	51.75	1 303	1 266	2 569	50.72	6.50
Uruguay	24	35	59	40.68	0	2	2	0.00	23	34	57	40.35	47	71	118	39.83	0.30
Uzbekistan	6	8	14	42.86	0	2	2	0.00	1	4	5	20.00	7	14	21	33.33	0.05
Vanuatu	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0	1	1	0.00	0.00
Venezuela (Bolivarian Republic of)	10	17	27	37.04	1	3	4	25.00	6	7	13	46.15	17	27	44	38.64	0.11
Viet Nam	4	3	7	57.14	0	0	0	0.00	1	0	1	100.00	5	3	8	62.50	0.02
Yemen	1	5	6	16.67	0	1	1	0.00	0	5	5	0.00	1	11	12	8.33	0.03
Zambia	10	17	27	37.04	1	0	1	100.00	21	26	47	44.68	32	43	75	42.67	0.19
Zimbabwe	20	36	56	35.71	2	5	7	28.57	23	23	46	50.00	45	64	109	41.28	0.28
Subtotal	**3 955**	**5 921**	**9 876**	**40.05**	**478**	**771**	**1 249**	**38.27**	**9 116**	**19 132**	**28 248**	**32.27**	**13 549**	**25 824**	**39 373**	**34.41**	**99.67**
Others																	
Palestine	1	9	10	10.00	0	0	0	0.00	17	69	86	19.77	18	78	96	18.75	0.24
Stateless	2	4	6	33.33	0	1	1	0.00	6	21	27	22.22	8	26	34	23.53	0.09
Subtotal	**3**	**13**	**16**	**18.75**	**0**	**1**	**1**	**0.00**	**23**	**90**	**113**	**20.35**	**26**	**104**	**130**	**20.00**	**0.33**
Total	**3 958**	**5 934**	**9 892**	**40.01**	**478**	**772**	**1 250**	**38.24**	**9 139**	**19 222**	**28 361**	**32.22**	**13 575**	**25 928**	**39 503**	**34.36**	**100.0**

B. Staff appointed under the 100 series of the Staff Rules with an appointment of one year or longer

(Population: 12,328)

	Professional and higher categories				*General Service and related categories*				*Total*				
Country of nationality	*F*	*M*	*Total*	*% Women*	*F*	*M*	*Total*	*% Women*	*F*	*M*	*Total*	*% Women*	*% Country*
Afghanistan	0	4	4	0.00	1	2	3	33.33	1	6	7	14.29	0.06
Albania	7	1	8	87.50	1	1	2	50.00	8	2	10	80.00	0.08
Algeria	6	9	15	40.00	11	15	26	42.31	17	24	41	41.46	0.33
Andorra	0	2	2	0.00	0	0	0	0.00	0	2	2	0.00	0.02
Angola	0	1	1	0.00	0	0	0	0.00	0	1	1	0.00	0.01
Antigua and Barbuda	1	0	1	100.00	2	0	2	100.00	3	0	3	100.00	0.02
Argentina	33	33	66	50.00	23	16	39	58.97	56	49	105	53.33	0.85
Armenia	1	6	7	14.29	1	0	1	100.00	2	6	8	25.00	0.06
Australia	35	58	93	37.63	15	6	21	71.43	50	64	114	43.86	0.92
Austria	20	28	48	41.67	114	94	208	54.81	134	122	256	52.34	2.08
Azerbaijan	3	3	6	50.00	0	0	0	0.00	3	3	6	50.00	0.05
Bahamas	8	3	11	72.73	2	0	2	100.00	10	3	13	76.92	0.11
Bahrain	1	2	3	33.33	4	2	6	66.67	5	4	9	55.56	0.07
Bangladesh	1	20	21	4.76	2	6	8	25.00	3	26	29	10.34	0.24
Barbados	5	2	7	71.43	8	9	17	47.06	13	11	24	54.17	0.19
Belarus	2	13	15	13.33	6	1	7	85.71	8	14	22	36.36	0.18
Belgium	23	35	58	39.66	19	3	22	86.36	42	38	80	52.50	0.65
Belize	1	3	4	25.00	3	1	4	75.00	4	4	8	50.00	0.06
Benin	1	12	13	7.69	1	1	2	50.00	2	13	15	13.33	0.12
Bhutan	0	4	4	0.00	2	0	2	100.00	2	4	6	33.33	0.05
Bolivia	4	6	10	40.00	11	3	14	78.57	15	9	24	62.50	0.19
Bosnia and Herzegovina	3	3	6	50.00	6	13	19	31.58	9	16	25	36.00	0.20
Botswana	1	1	2	50.00	0	0	0	0.00	1	1	2	50.00	0.02
Brazil	22	33	55	40.00	22	13	35	62.86	44	46	90	48.89	0.73
Brunei Darussalam	0	1	1	0.00	0	0	0	0.00	0	1	1	0.00	0.01
Bulgaria	11	17	28	39.29	1	1	2	50.00	12	18	30	40.00	0.24
Burkina Faso	3	8	11	27.27	2	3	5	40.00	5	11	16	31.25	0.13
Burundi	3	7	10	30.00	3	2	5	60.00	6	9	15	40.00	0.12
Cambodia	1	0	1	100.00	1	2	3	33.33	2	2	4	50.00	0.03
Cameroon	7	21	28	25.00	16	10	26	61.54	23	31	54	42.59	0.44
Canada	62	96	158	39.24	93	27	120	77.50	155	123	278	55.76	2.26
Cape Verde	0	4	4	0.00	1	0	1	100.00	1	4	5	20.00	0.04
Central African Republic	1	3	4	25.00	0	2	2	0.00	1	5	6	16.67	0.05
Chad	0	2	2	0.00	1	0	1	100.00	1	2	3	33.33	0.02

Country of nationality	Professional and higher categories				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Country
Chile	5	18	23	21.74	126	99	225	56.00	131	117	248	52.82	2.01
China	89	135	224	39.73	56	47	103	54.37	145	182	327	44.34	2.65
Colombia	16	9	25	64.00	24	21	45	53.33	40	30	70	57.14	0.57
Comoros	0	0	0	0.00	1	0	1	100.00	1	0	1	100.00	0.01
Congo	1	1	2	50.00	3	3	6	50.00	4	4	8	50.00	0.06
Costa Rica	3	6	9	33.33	2	2	4	50.00	5	8	13	38.46	0.11
Côte d'Ivoire	0	16	16	0.00	2	6	8	25.00	2	22	24	8.33	0.19
Croatia	7	6	13	53.85	8	5	13	61.54	15	11	26	57.69	0.21
Cuba	7	9	16	43.75	5	3	8	62.50	12	12	24	50.00	0.19
Cyprus	1	2	3	33.33	0	0	0	0.00	1	2	3	33.33	0.02
Czech Republic	7	7	14	50.00	8	7	15	53.33	15	14	29	51.72	0.24
Democratic Republic of the Congo	2	7	9	22.22	1	7	8	12.50	3	14	17	17.65	0.14
Denmark	11	23	34	32.35	5	5	10	50.00	16	28	44	36.36	0.36
Djibouti	1	5	6	16.67	0	0	0	0.00	1	5	6	16.67	0.05
Dominica	0	3	3	0.00	1	4	5	20.00	1	7	8	12.50	0.06
Dominican Republic	1	2	3	33.33	9	2	11	81.82	10	4	14	71.43	0.11
Ecuador	4	8	12	33.33	8	4	12	66.67	12	12	24	50.00	0.19
Egypt	23	45	68	33.82	15	30	45	33.33	38	75	113	33.63	0.92
El Salvador	5	4	9	55.56	9	0	9	100.00	14	4	18	77.78	0.15
Equatorial Guinea	1	2	3	33.33	0	0	0	0.00	1	2	3	33.33	0.02
Eritrea	3	4	7	42.86	4	8	12	33.33	7	12	19	36.84	0.15
Estonia	2	3	5	40.00	0	0	0	0.00	2	3	5	40.00	0.04
Ethiopia	11	20	31	35.48	213	267	480	44.38	224	287	511	43.84	4.15
Fiji	7	6	13	53.85	5	3	8	62.50	12	9	21	57.14	0.17
Finland	10	10	20	50.00	3	2	5	60.00	13	12	25	52.00	0.20
France	164	141	305	53.77	323	281	604	53.48	487	422	909	53.58	7.37
Gabon	1	3	4	25.00	0	0	0	0.00	1	3	4	25.00	0.03
Gambia	2	6	8	25.00	2	0	2	100.00	4	6	10	40.00	0.08
Georgia	0	4	4	0.00	0	0	0	0.00	0	4	4	0.00	0.03
Germany	99	120	219	45.21	32	14	46	69.57	131	134	265	49.43	2.15
Ghana	7	26	33	21.21	24	15	39	61.54	31	41	72	43.06	0.58
Greece	11	14	25	44.00	12	5	17	70.59	23	19	42	54.76	0.34
Grenada	0	2	2	0.00	3	1	4	75.00	3	3	6	50.00	0.05
Guatemala	3	3	6	50.00	5	2	7	71.43	8	5	13	61.54	0.11
Guinea	1	4	5	20.00	0	3	3	0.00	1	7	8	12.50	0.06
Guinea-Bissau	0	1	1	0.00	0	0	0	0.00	0	1	1	0.00	0.01
Guyana	11	4	15	73.33	23	16	39	58.97	34	20	54	62.96	0.44

Country of nationality	Professional and higher categories				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Country
Haiti	5	2	7	71.43	38	7	45	84.44	43	9	52	82.69	0.42
Honduras	1	3	4	25.00	5	0	5	100.00	6	3	9	66.67	0.07
Hungary	5	9	14	35.71	2	4	6	33.33	7	13	20	35.00	0.16
Iceland	1	3	4	25.00	0	1	1	0.00	1	4	5	20.00	0.04
India	27	72	99	27.27	54	81	135	40.00	81	153	234	34.62	1.90
Indonesia	9	10	19	47.37	15	10	25	60.00	24	20	44	54.55	0.36
Iran (Islamic Republic of)	9	5	14	64.29	7	3	10	70.00	16	8	24	66.67	0.19
Iraq	3	0	3	100.00	7	5	12	58.33	10	5	15	66.67	0.12
Ireland	12	20	32	37.50	21	5	26	80.77	33	25	58	56.90	0.47
Israel	4	12	16	25.00	5	10	15	33.33	9	22	31	29.03	0.25
Italy	79	85	164	48.17	25	27	52	48.08	104	112	216	48.15	1.75
Jamaica	12	5	17	70.59	51	24	75	68.00	63	29	92	68.48	0.75
Japan	84	55	139	60.43	34	8	42	80.95	118	63	181	65.19	1.47
Jordan	11	10	21	52.38	6	6	12	50.00	17	16	33	51.52	0.27
Kazakhstan	5	6	11	45.45	1	0	1	100.00	6	6	12	50.00	0.10
Kenya	43	33	76	56.58	428	323	751	56.99	471	356	827	56.95	6.71
Kuwait	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
Kyrgyzstan	2	4	6	33.33	0	1	1	0.00	2	5	7	28.57	0.06
Lao People's Democratic Republic	0	1	1	0.00	0	0	0	0.00	0	1	1	0.00	0.01
Latvia	1	2	3	33.33	0	1	1	0.00	1	3	4	25.00	0.03
Lebanon	25	14	39	64.10	100	137	237	42.19	125	151	276	45.29	2.24
Lesotho	3	0	3	100.00	0	0	0	0.00	3	0	3	100.00	0.02
Liberia	5	3	8	62.50	6	0	6	100.00	11	3	14	78.57	0.11
Libyan Arab Jamahiriya	0	3	3	0.00	1	0	1	100.00	1	3	4	25.00	0.03
Liechtenstein	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
Lithuania	1	1	2	50.00	1	1	2	50.00	2	2	4	50.00	0.03
Luxembourg	1	3	4	25.00	0	0	0	0.00	1	3	4	25.00	0.03
Madagascar	2	4	6	33.33	8	3	11	72.73	10	7	17	58.82	0.14
Malawi	0	6	6	0.00	2	0	2	100.00	2	6	8	25.00	0.06
Malaysia	10	11	21	47.62	7	4	11	63.64	17	15	32	53.13	0.26
Maldives	1	2	3	33.33	0	0	0	0.00	1	2	3	33.33	0.02
Mali	6	10	16	37.50	4	2	6	66.67	10	12	22	45.45	0.18
Malta	2	3	5	40.00	2	0	2	100.00	4	3	7	57.14	0.06
Mauritania	0	9	9	0.00	1	0	1	100.00	1	9	10	10.00	0.08
Mauritius	6	4	10	60.00	4	5	9	44.44	10	9	19	52.63	0.15
Mexico	23	32	55	41.82	43	17	60	71.67	66	49	115	57.39	0.93

Country of nationality	Professional and higher categories				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Country
Micronesia (Federated States of)	0	1	1	0.00	0	0	0	0.00	0	1	1	0.00	0.01
Mongolia	4	6	10	40.00	4	0	4	100.00	8	6	14	57.14	0.11
Montenegro	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
Morocco	14	22	36	38.89	19	9	28	67.86	33	31	64	51.56	0.52
Mozambique	0	3	3	0.00	0	0	0	0.00	0	3	3	0.00	0.02
Myanmar	4	4	8	50.00	34	31	65	52.31	38	35	73	52.05	0.59
Namibia	2	1	3	66.67	2	0	2	100.00	4	1	5	80.00	0.04
Nepal	0	20	20	0.00	1	8	9	11.11	1	28	29	3.45	0.24
Netherlands	21	50	71	29.58	11	7	18	61.11	32	57	89	35.96	0.72
New Zealand	10	25	35	28.57	1	1	2	50.00	11	26	37	29.73	0.30
Nicaragua	3	3	6	50.00	2	0	2	100.00	5	3	8	62.50	0.06
Niger	2	6	8	25.00	4	4	8	50.00	6	10	16	37.50	0.13
Nigeria	11	33	44	25.00	15	9	24	62.50	26	42	68	38.24	0.55
Norway	10	19	29	34.48	2	4	6	33.33	12	23	35	34.29	0.28
Oman	0	1	1	0.00	0	0	0	0.00	0	1	1	0.00	0.01
Pakistan	6	22	28	21.43	3	25	28	10.71	9	47	56	16.07	0.45
Panama	5	5	10	50.00	9	7	16	56.25	14	12	26	53.85	0.21
Papua New Guinea	0	3	3	0.00	0	0	0	0.00	0	3	3	0.00	0.02
Paraguay	4	3	7	57.14	2	2	4	50.00	6	5	11	54.55	0.09
Peru	12	13	25	48.00	71	42	113	62.83	83	55	138	60.14	1.12
Philippines	36	21	57	63.16	294	125	419	70.17	330	146	476	69.33	3.86
Poland	6	13	19	31.58	9	5	14	64.29	15	18	33	45.45	0.27
Portugal	7	10	17	41.18	11	11	22	50.00	18	21	39	46.15	0.32
Qatar	0	1	1	0.00	0	0	0	0.00	0	1	1	0.00	0.01
Republic of Korea	14	29	43	32.56	4	5	9	44.44	18	34	52	34.62	0.42
Republic of Moldova	1	1	2	50.00	0	0	0	0.00	1	1	2	50.00	0.02
Romania	7	14	21	33.33	12	23	35	34.29	19	37	56	33.93	0.45
Russian Federation	24	207	231	10.39	122	16	138	88.41	146	223	369	39.57	2.99
Rwanda	1	7	8	12.50	8	4	12	66.67	9	11	20	45.00	0.16
Saint Kitts and Nevis	5	2	7	71.43	0	0	0	0.00	5	2	7	71.43	0.06
Saint Lucia	1	2	3	33.33	3	1	4	75.00	4	3	7	57.14	0.06
Saint Vincent and the Grenadines	1	2	3	33.33	1	3	4	25.00	2	5	7	28.57	0.06
Samoa	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
San Marino	2	0	2	100.00	0	0	0	0.00	2	0	2	100.00	0.02
Sao Tome and Principe	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
Saudi Arabia	4	2	6	66.67	0	0	0	0.00	4	2	6	66.67	0.05

Country of nationality	Professional and higher categories				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Country
Senegal	6	17	23	26.09	8	15	23	34.78	14	32	46	30.43	0.37
Serbia	2	10	12	16.67	10	15	25	40.00	12	25	37	32.43	0.30
Seychelles	1	5	6	16.67	2	0	2	100.00	3	5	8	37.50	0.06
Sierra Leone	2	3	5	40.00	6	2	8	75.00	8	5	13	61.54	0.11
Singapore	10	8	18	55.56	3	2	5	60.00	13	10	23	56.52	0.19
Slovakia	2	6	8	25.00	5	6	11	45.45	7	12	19	36.84	0.15
Slovenia	6	2	8	75.00	1	1	2	50.00	7	3	10	70.00	0.08
Solomon Islands	0	1	1	0.00	0	0	0	0.00	0	1	1	0.00	0.01
Somalia	2	3	5	40.00	1	1	2	50.00	3	4	7	42.86	0.06
South Africa	12	22	34	35.29	6	7	13	46.15	18	29	47	38.30	0.38
Spain	68	81	149	45.64	45	25	70	64.29	113	106	219	51.60	1.78
Sri Lanka	4	9	13	30.77	19	18	37	51.35	23	27	50	46.00	0.41
Sudan	3	18	21	14.29	4	3	7	57.14	7	21	28	25.00	0.23
Suriname	2	1	3	66.67	1	0	1	100.00	3	1	4	75.00	0.03
Swaziland	2	1	3	66.67	0	0	0	0.00	2	1	3	66.67	0.02
Sweden	38	19	57	66.67	4	5	9	44.44	42	24	66	63.64	0.54
Switzerland	35	18	53	66.04	54	64	118	45.76	89	82	171	52.05	1.39
Syrian Arab Republic	15	7	22	68.18	16	10	26	61.54	31	17	48	64.58	0.39
Tajikistan	0	1	1	0.00	1	1	2	50.00	1	2	3	33.33	0.02
Thailand	8	11	19	42.11	198	144	342	57.89	206	155	361	57.06	2.93
The former Yugoslav Republic of Macedonia	1	5	6	16.67	1	0	1	100.00	2	5	7	28.57	0.06
Timor-Leste	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
Togo	0	7	7	0.00	4	4	8	50.00	4	11	15	26.67	0.12
Tonga	1	0	1	100.00	0	0	0	0.00	1	0	1	100.00	0.01
Trinidad and Tobago	14	12	26	53.85	50	38	88	56.82	64	50	114	56.14	0.92
Tunisia	7	25	32	21.88	11	16	27	40.74	18	41	59	30.51	0.48
Turkey	10	8	18	55.56	6	13	19	31.58	16	21	37	43.24	0.30
Turkmenistan	1	0	1	100.00	0	0	0	0.00	1	0	1	100.00	0.01
Tuvalu	0	1	1	0.00	0	0	0	0.00	0	1	1	0.00	0.01
Uganda	10	23	33	30.30	22	3	25	88.00	32	26	58	55.17	0.47
Ukraine	3	31	34	8.82	12	2	14	85.71	15	33	48	31.25	0.39
United Kingdom of Great Britain and Northern Ireland	103	134	237	43.46	124	39	163	76.07	227	173	400	56.75	3.24
United Republic of Tanzania	8	12	20	40.00	15	3	18	83.33	23	15	38	60.53	0.31
United States of America	304	278	582	52.23	581	534	1 115	52.11	885	812	1 697	52.15	13.77
Uruguay	17	17	34	50.00	18	20	38	47.37	35	37	72	48.61	0.58
Uzbekistan	4	5	9	44.44	1	0	1	100.00	5	5	10	50.00	0.08

Country of nationality	Professional and higher categories				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Country
Vanuatu	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
Venezuela (Bolivarian Republic of)	8	14	22	36.36	6	4	10	60.00	14	18	32	43.75	0.26
Viet Nam	3	3	6	50.00	1	0	1	100.00	4	3	7	57.14	0.06
Yemen	0	2	2	0.00	0	4	4	0.00	0	6	6	0.00	0.05
Zambia	2	8	10	20.00	11	9	20	55.00	13	17	30	43.33	0.24
Zimbabwe	9	21	30	30.00	7	2	9	77.78	16	23	39	41.03	0.32
Subtotal	**2 120**	**2 962**	**5 082**	**41.72**	**4 080**	**3 132**	**7 212**	**56.57**	**6 200**	**6 094**	**12 294**	**50.43**	**99.72**
Others													
Palestine	1	3	4	25.00	4	3	7	57.14	5	6	11	45.45	0.09
Stateless	0	2	2	0.00	5	16	21	23.81	5	18	23	21.74	0.19
Subtotal	**1**	**5**	**6**	**16.67**	**9**	**19**	**28**	**32.14**	**10**	**24**	**34**	**29.41**	**0.28**
Total	**2 121**	**2 967**	**5 088**	**41.69**	**4 089**	**3 151**	**7 240**	**56.48**	**6 210**	**6 118**	**12 328**	**50.37**	**100.00**

Table A.2

All staff under contract with the United Nations Secretariat by department, category and gender as at 30 June 2008

(Population: 39,503)

	Professional and higher categories				*Experts*				*General Service and related categories*				*Total*				
Department	*F*	*M*	*Total*	% *Women*	*F*	*M*	*Total*	% *Women*	*F*	*M*	*Total*	% *Women*	*F*	*M*	*Total*	% *Women*	% *Dept*
CTED	8	21	29	27.59	0	0	0	0.00	6	2	8	75.00	14	23	37	37.84	0.09
DESA	142	179	321	44.24	133	133	266	50.00	203	72	275	73.82	478	384	862	55.45	2.18
DFS	96	155	251	38.25	0	0	0	0.00	139	64	203	68.47	235	219	454	51.76	1.15
DGACM	358	398	756	47.35	0	0	0	0.00	321	265	586	54.78	679	663	1 342	50.60	3.40
DM/CMP	2	9	11	18.18	0	0	0	0.00	6	2	8	75.00	8	11	19	42.11	0.05
DM/OCSS	58	114	172	33.72	0	0	0	0.00	160	251	411	38.93	218	365	583	37.39	1.48
DM/OHRM	58	37	95	61.05	0	0	0	0.00	115	45	160	71.88	173	82	255	67.84	0.65
DM/OPPBA	74	69	143	51.75	0	0	0	0.00	121	53	174	69.54	195	122	317	61.51	0.80
DM/OUSG	24	25	49	48.98	0	0	0	0.00	25	12	37	67.57	49	37	86	56.98	0.22
DM/SECCOM	7	5	12	58.33	0	0	0	0.00	12	0	12	100.00	19	5	24	79.17	0.06
DPA	71	97	168	42.26	0	0	0	0.00	87	23	110	79.09	158	120	278	56.83	0.70
DPI	161	152	313	51.44	0	0	0	0.00	306	185	491	62.32	467	337	804	58.08	2.04
DPKO	102	194	296	34.46	0	0	0	0.00	79	23	102	77.45	181	217	398	45.48	1.01
DSS	27	70	97	27.84	0	0	0	0.00	101	282	383	26.37	128	352	480	26.67	1.22
ECA	75	174	249	30.12	5	16	21	23.81	215	279	494	43.52	295	469	764	38.61	1.93
ECE	47	68	115	40.87	4	18	22	18.18	65	15	80	81.25	116	101	217	53.46	0.55
ECLAC	88	115	203	43.35	11	26	37	29.73	247	167	414	59.66	346	308	654	52.91	1.66
EO	2	4	6	33.33	0	0	0	0.00	3	0	3	100.00	5	4	9	55.56	0.02
EOSG	26	31	57	45.61	0	0	0	0.00	45	9	54	83.33	71	40	111	63.96	0.28
ESCAP	60	118	178	33.71	4	10	14	28.57	213	164	377	56.50	277	292	569	48.68	1.44
ESCWA	38	50	88	43.18	0	4	4	0.00	116	152	268	43.28	154	206	360	42.78	0.91
FM/DFS																	
AMISOM	1	12	13	7.69	0	0	0	0.00	0	0	0	0.00	1	12	13	7.69	0.03
BINUB	20	32	52	38.46	0	0	0	0.00	96	196	292	32.88	116	228	344	33.72	0.87
BONUCA	3	8	11	27.27	0	0	0	0.00	17	51	68	25.00	20	59	79	25.32	0.20
CNMC	1	11	12	8.33	0	0	0	0.00	3	4	7	42.86	4	15	19	21.05	0.05
MINUGUA	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0	1	1	0.00	0.00

	Professional and higher categories				*Experts*				*General Service and related categories*				*Total*				
Department	*F*	*M*	*Total*	*% Women*	*F*	*M*	*Total*	*% Women*	*F*	*M*	*Total*	*% Women*	*F*	*M*	*Total*	*% Women*	*% Dept.*
MINURCAT	12	39	51	23.53	0	0	0	0.00	56	144	200	28.00	68	183	251	27.09	0.64
MINURSO	7	17	24	29.17	0	0	0	0.00	41	181	222	18.47	48	198	246	19.51	0.62
MINUSTAH	70	135	205	34.15	0	0	0	0.00	322	1 140	1 462	22.02	392	1 275	1 667	23.52	4.22
MONUC	96	263	359	26.74	0	0	0	0.00	492	2 204	2 696	18.25	588	2 467	3 055	19.25	7.73
MSTAH	1	1	2	50.00	0	0	0	0.00	2	1	3	66.67	3	2	5	60.00	0.01
OPRSG/SL	0	1	1	0.00	0	0	0	0.00	1	0	1	100.00	1	1	2	50.00	0.01
SESG/LRA	0	4	4	0.00	0	0	0	0.00	1	0	1	100.00	1	4	5	20.00	0.01
UNAMA	47	80	127	37.01	0	0	0	0.00	89	1 111	1 200	7.42	136	1 191	1 327	10.25	3.36
UNAMI	23	86	109	21.10	0	0	0	0.00	116	434	550	21.09	139	520	659	21.09	1.67
UNAMID	45	145	190	23.68	1	0	1	100.00	203	1 033	1 236	16.42	249	1 178	1 427	17.45	3.61
UNDOF	1	7	8	12.50	0	0	0	0.00	29	106	135	21.48	30	113	143	20.98	0.36
UNFICYP	6	12	18	33.33	0	0	0	0.00	53	77	130	40.77	59	89	148	39.86	0.37
UNIFIL	26	59	85	30.59	0	0	0	0.00	195	667	862	22.62	221	726	947	23.34	2.40
UNIIIC	21	40	61	34.43	0	0	0	0.00	38	97	135	28.15	59	137	196	30.10	0.50
UNIOSIL	10	21	31	32.26	0	0	0	0.00	60	135	195	30.77	70	156	226	30.97	0.57
UNLB	6	24	30	20.00	0	0	0	0.00	76	125	201	37.81	82	149	231	35.50	0.58
UNMEE	7	37	44	15.91	0	0	0	0.00	92	204	296	31.08	99	241	340	29.12	0.86
UNMIK	61	166	227	26.87	0	0	0	0.00	635	1 548	2 183	29.09	696	1 714	2 410	28.88	6.10
UNMIL	71	149	220	32.27	0	0	0	0.00	293	924	1 217	24.08	364	1 073	1 437	25.33	3.64
UNMIN	39	74	113	34.51	0	0	0	0.00	119	306	425	28.00	158	380	538	29.37	1.36
UNMIS	99	201	300	33.00	0	0	0	0.00	507	2 402	2 909	17.43	606	2 603	3 209	18.88	8.12
UNMISET	0	0	0	0.00	0	0	0	0.00	1	0	1	100.00	1	0	1	100.00	0.00
UNMIT	61	81	142	42.96	0	0	0	0.00	213	814	1 027	20.74	274	895	1 169	23.44	2.96
UNMOGIP	0	3	3	0.00	0	0	0	0.00	8	60	68	11.76	8	63	71	11.27	0.18
UNOCI	51	108	159	32.08	0	0	0	0.00	216	620	836	25.84	267	728	995	26.83	2.52
UNOGBIS	5	2	7	71.43	0	0	0	0.00	7	10	17	41.18	12	12	24	50.00	0.06
UNOMIG	8	19	27	29.63	0	0	0	0.00	71	170	241	29.46	79	189	268	29.48	0.68
UNOSEK	0	0	0	0.00	0	0	0	0.00	1	0	1	100.00	1	0	1	100.00	0.00
UNOWA	3	4	7	42.86	0	0	0	0.00	7	7	14	50.00	10	11	21	47.62	0.05
UNPOS	3	8	11	27.27	0	0	0	0.00	6	15	21	28.57	9	23	32	28.13	0.08

Department	Professional and higher categories				Experts				General Service and related categories				Total				
	F	*M*	*Total*	% *Women*	*F*	*M*	*Total*	% *Women*	*F*	*M*	*Total*	% *Women*	*F*	*M*	*Total*	% *Women*	% *Dept*
UNRCCA	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0	1	1	0.00	0.00
UNSCO	6	11	17	35.29	0	0	0	0.00	8	28	36	22.22	14	39	53	26.42	0.13
UNSCOL	1	6	7	14.29	0	0	0	0.00	5	18	23	21.74	6	24	30	20.00	0.08
UNTSO	2	11	13	15.38	0	0	0	0.00	38	184	222	17.12	40	195	235	17.02	0.59
10 entities	5	4	9	55.56	0	0	0	0.00	7	3	10	70.00	12	7	19	63.16	0.05
OCHA	124	100	224	55.36	120	228	348	34.48	121	47	168	72.02	365	375	740	49.32	1.87
ODA	17	30	47	36.17	1	3	4	25.00	24	4	28	85.71	42	37	79	53.16	0.20
OHCHR	200	187	387	51.68	26	31	57	45.61	102	38	140	72.86	328	256	584	56.16	1.48
OHRLLS	4	5	9	44.44	0	0	0	0.00	2	0	2	100.00	6	5	11	54.55	0.03
OIOS	82	104	186	44.09	0	0	0	0.00	49	16	65	75.38	131	120	251	52.19	0.64
OLA	52	52	104	50.00	0	0	0	0.00	62	9	71	87.32	114	61	175	65.14	0.44
OO	4	1	5	80.00	0	0	0	0.00	1	1	2	50.00	5	2	7	71.43	0.02
OSAA	6	3	9	66.67	0	0	0	0.00	4	2	6	66.67	10	5	15	66.67	0.04
OSRSG/CAAC	7	2	9	77.78	0	0	0	0.00	3	0	3	100.00	10	2	12	83.33	0.03
RC/NY	1	1	2	50.00	0	0	0	0.00	2	1	3	66.67	3	2	5	60.00	0.01
UNAT	3	2	5	60.00	0	0	0	0.00	2	0	2	100.00	5	2	7	71.43	0.02
UNCC	2	2	4	50.00	0	0	0	0.00	1	3	4	25.00	3	5	8	37.50	0.02
UNCTAD	79	152	231	34.20	25	74	99	25.25	131	39	170	77.06	235	265	500	47.00	1.27
UNEP	162	252	414	39.13	68	80	148	45.95	339	93	432	78.47	569	425	994	57.24	2.52
UNFIP	6	4	10	60.00	0	0	0	0.00	4	1	5	80.00	10	5	15	66.67	0.04
UN-Habitat	40	65	105	38.10	35	62	97	36.08	93	46	139	66.91	168	173	341	49.27	0.86
UNODC	69	70	139	49.64	34	78	112	30.36	85	19	104	81.73	188	167	355	52.96	0.90
UNOG	311	298	609	51.07	1	0	1	100.00	448	528	976	45.90	760	826	1 586	47.92	4.01
UNON	45	69	114	39.47	3	2	5	60.00	216	249	465	46.45			584	0.00	1.48
UNOV	80	111	191	41.88	7	7	14	50.00	186	299	485	38.35	273	417	690	39.57	1.75
ICTR	113	231	344	32.85	0	0	0	0.00	260	396	656	39.63	373	627	1 000	37.30	2.53
ICTY	209	227	436	47.94	0	0	0	0.00	295	345	640	46.09	504	572	1 076	46.84	2.72
Total	**3 958**	**5 934**	**9 892**	**40.01**	**478**	**772**	**1 250**	**38.24**	**9 139**	**19 222**	**28 361**	**32.22**	**13 575**	**25 928**	**39 503**	**34.36**	**100.00**

Table A.3

Staff in posts subject to geographical distribution by nationality, grade and gender as at 30 June 2007 and 30 June 2008

(Population: 2,797)

	No. of Staff 30 June 2007		*USG*		*ASG*		*D-2*		*D-1*		*P-5*		*P-4*		*P-3*		*P-2*		*P-1*		*No. of Staff 30 June 2008*			
Country of nationality	*Total*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*F*[a]	*Total*	*Mid-point*	*Desirable range*
Afghanistan	2										1		1									2	7.11	2-14
Albania	7	6											1	1		4		1			6	7	6.63	2-14
Algeria	7	4								1	2				1	2		1			4	7	8.7	4-14
Andorra	2														1		1					2	6.6	2-14
Angola													1									1	6.91	2-14
Antigua and Barbuda	1	1										1									1	1	6.49	2-14
Argentina	34	16	1	1			1	1	2		4	2	5	5	5	3	2	5			17	37	12.92	8-18
Armenia	5						1						2	1	2		1				1	7	6.56	2-14
Australia	54	29			1			1	3		8	5	3	5	9	10	3	6			27	54	37.41	32-43
Austria	29	15			1						1	1	4	7	5	7	4	1			16	31	21.78	17-27
Azerbaijan	5	3												1	2	2					3	5	6.74	2-14
Bahamas	10	8												2	2	5		1			8	10	6.74	2-14
Bahrain																							7.04	2-14
Bangladesh	10								1		1		3									5	10.33	6-15
Barbados	2	2										1				1		3			5	5	6.62	2-14
Belarus	9								2		2		3		2							9	7.03	2-14
Belgium	28	11					1	1	3		2	2	5	5	4	2					10	25	25.49	21-30
Belize	4	1									1		1	1			1				1	4	6.48	2-14
Benin	6										1		1		1		3	1			1	7	6.69	2-14
Bhutan	5										3				1							4	6.49	2-14
Bolivia	7	3										1	2		2	2					3	7	6.78	2-14
Bosnia and Herzegovina	6	3									1	1			2	1					2	5	6.65	2-14
Botswana	1	1														1	1				1	2	6.74	2-14
Brazil	39	16	1		1				1	1	8	4	9	2	1	7	3	2			16	40	25.86	21-31
Brunei Darussalam	1														1							1	6.91	2-14
Bulgaria	17	7							1	1	5	1	4	4		4					10	20	6.98	2-14

Country of nationality	No. of Staff 30 June 2007 Total	F	USG M	USG F	ASG M	ASG F	D-2 M	D-2 F	D-1 M	D-1 F	P-5 M	P-5 F	P-4 M	P-4 F	P-3 M	P-3 F	P-2 M	P-2 F	P-1 M	P-1 F	No. of Staff 30 June 2008 F[a]	Total	Mid-point	Desirable range
Burkina Faso	5	3											2	1		1					2	4	6.84	2-14
Burundi	7	1									1		2	1	3			1			2	8	6.67	2-14
Cambodia	1	1												1							1	1	6.81	2-14
Cameroon	16	2					1				5		4		4	3					3	17	7.04	2-14
Canada	58	21		1		1	1	1	1	1	12	7	13	11	8	3		1			26	61	57.98	49-67
Cape Verde	3										1		1		1							3	6.49	2-14
Central African Republic	3										1		1				1	1			1	4	6.58	2-14
Chad	1						1										1					2	6.73	2-14
Chile	18	3							2		2		1	1	6		4	1			2	17	9.59	5-14
China	70	41	1						6	2	7	3	8	9	7	16	8	12			42	79	82.89	70-95
Colombia	11	7							1	1			1	3	1	2					6	9	9.32	5-14
Comoros																							6.49	2-14
Congo	2														1							1	6.56	2-14
Costa Rica	6	2										1	3	1	1						2	6	7.11	2-14
Côte d'Ivoire	12	1							2		1		6		1							10	7.06	2-14
Croatia	8	4								1		2	2	2	1		1				5	9	7.42	3-14
Cuba	5	2									1	1			1	1	1				2	5	7.64	3-14
Cyprus	3	1									1				1			1			1	3	7.23	2-14
Czech Republic	10	4					1				2	2	2			1	1	2			5	11	11.49	7-16
Democratic People's Republic of Korea																							7.13	2-14
Democratic Republic of the Congo	6	2										1			2	1	2				2	6	7.97	3-14
Denmark	14	7									2	3	3	4	1						7	13	19.19	14-24
Djibouti	6	1							1		1		1		2	1					1	6	6.49	2-14
Dominica	3														3							3	6.48	2-14
Dominican Republic	4	1							1				1					1			1	3	7.09	2-14
Ecuador	5	2											1	1	2	1					2	5	7.13	2-14
Egypt	17	4	1				2		3	1	5	1		1	3	1		1			5	19	9.72	5-15

Country of nationality	No. of Staff 30 June 2007		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		No. of Staff 30 June 2008		Mid-point	Desirable range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F[a]	Total		
El Salvador	8	5										1	4	2		1		1			5	9	6.96	2-14
Equatorial Guinea	3	1									1		1	1							1	3	6.5	2-14
Eritrea	6	2							1						2	2					2	5	6.59	2-14
Estonia	5	2									1			1	1	1	1				2	5	6.76	2-14
Ethiopia	22	9			1					1	1		5	2		2	6	3			8	21	8.45	4-14
Fiji	10	7										1	2	1	1	5					7	10	6.53	2-14
Finland	18	7							1		1		5	4		2					6	13	16.2	11-21
France	123	58	1		1		2		6	9	16	7	17	20	14	15	9	9			60	126	115.33	98-133
Gabon	1	1													1			1			1	2	6.63	2-14
Gambia	5	1	1						1					1	1						1	4	6.52	2-14
Georgia	3								1		1		1									3	6.61	2-14
Germany	169	72	1	1			5	2	9	6	20	9	18	20	15	17	23	22			77	168	154.62	131-178
Ghana	12	4					1		1	1	3	1	4	2	2						4	15	7.07	2-14
Greece	16	8							1	2	3	1			3	1	1	4			8	16	16.88	12-22
Grenada	2														2							2	6.48	2-14
Guatemala	2	1			1									1	1			2			3	5	7.32	3-14
Guinea	4										1				2		1					4	6.69	2-14
Guinea-Bissau	1										1											1	6.51	2-14
Guyana	12	9				1			2					5		1		1			8	10	6.49	2-14
Haiti	4	3								1		1	1			1					3	4	6.72	2-14
Honduras	2												2		1							3	6.71	2-14
Hungary	10	3							1	2	1		5	2							4	11	10.85	6-16
Iceland	4										1		1		1							3	7.1	2-14
India	50	18	1				1	1	5	2	4	3	10	6	8	4	1	1			17	47	41.37	35-48
Indonesia	17	9									1	1	1	2	4	6	2				9	17	14.6	10-19
Iran (Islamic Republic of)	9	6						1		2	1	1				1	1				5	7	11.19	6-16
Iraq	3	2												1		1					2	2	7.39	3-14
Ireland	11	2					1				2	2	2	1	1		1				3	10	14.15	9-19

Country of nationality	No. of Staff 30 June 2007		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		No. of Staff 30 June 2008			
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F[a]	Total	Mid-point	Desirable range
Israel	12	4								2	1		2		3	1	2	1			4	12	13.76	9-19
Italy	117	55	1				2	1	2	1	13	10	18	24	21	25	5	1			62	124	94.43	80-109
Jamaica	12	8										2	2	3	1	2					7	10	6.69	2-14
Japan	108	65	1				1	1	1	2	10	17	20	22	10	17	1	10			69	113	292.88	249-337
Jordan	11	4					1		1		1	2	2	1	3	1					4	12	6.8	2-14
Kazakhstan	7	3												1	3	1	1	1			3	7	7.31	3-14
Kenya	22	14								1	2	3	4	4	2	8	2	1			17	27	7.5	3-14
Kiribati																							6.48	2-14
Kuwait																							9.63	5-14
Kyrgyzstan	5	2										1			1		2	1			2	5	6.6	2-14
Lao People's Democratic Republic	1												1									1	6.61	2-14
Latvia	4	1													1	1	1				1	3	6.82	2-14
Lebanon	12	6									1	2	1	1	3	3	1	2			8	14	7.13	2-14
Lesotho	2	2										1		1		1					3	3	6.52	2-14
Liberia	5	3							1		1	2		2							4	6	6.56	2-14
Libyan Arab Jamahiriya	2								1		1											2	7.66	3-14
Liechtenstein																							6.63	2-14
Lithuania	2	1											1	1							1	2	7.07	2-14
Luxembourg	5	1											2	1	1						1	4	7.92	3-14
Madagascar	5	2									1		1		1	1		1			2	5	6.95	2-14
Malawi	2										1				2		2					5	6.8	2-14
Malaysia	12	6			1			1	1	1	1	1			2	1					4	9	10.32	6-15
Maldives	1														1		1	1			1	3	6.48	2-14
Mali	8	1	1				1	1	3				2	1							2	9	6.76	2-14
Malta	3	2														2	2				2	4	6.76	2-14
Marshall Islands																							6.48	2-14
Mauritania	5												2		3							5	6.55	2-14
Mauritius	2	1															2	3			3	5	6.68	2-14

Country of nationality	No. of Staff 30 June 2007 Total	F	USG M	F	ASG M	F	D-2 M	F	D-1 M	F	P-5 M	F	P-4 M	F	P-3 M	F	P-2 M	F	P-1 M	F	No. of Staff 30 June 2008 F[a]	Total	Mid-point	Desirable range
Mexico	38	16		1				2	1		2	2	1	1	7	2	14	8			16	41	47.42	40-55
Micronesia (Federated States of)	1														1							1	6.48	2-14
Monaco																							6.51	2-14
Mongolia	5	2									1		1	2	1	1					3	6	6.54	2-14
Montenegro																							6.49	2-14
Morocco	5	3								1	2	2									3	5	7.9	3-14
Mozambique	2						1				1						1					3	6.97	2-14
Myanmar	8	3												1	2	1	2	1			3	7	7.68	3-14
Namibia	2	1											1	1							1	2	6.61	2-14
Nauru																							6.48	2-14
Nepal	7										1		5		1							7	7.17	2-14
Netherlands	38	10					2		5		9	4	10	1	2	4	1	2			11	40	38.78	33-45
New Zealand	16	7			1	1	1		1	1	2	1	2	2	2	1					6	15	10.92	6-16
Nicaragua	6	4										1	2	1		1					3	5	6.62	2-14
Niger	7	2						1						1	1		4				2	7	6.81	2-14
Nigeria	16	4					2		1		5	1	3	2	3	1					4	18	10.73	6-16
Norway	13	7									2		1	1	1		4	5			6	14	19.9	15-25
Oman	1																1					1	7.76	3-14
Pakistan	15	6							3		1		2	3	2	1					4	12	11.28	6-16
Palau																							6.48	2-14
Panama	6	3										1	2				1	2			3	6	6.93	2-14
Papua New Guinea	3										1				1		1					3	6.64	2-14
Paraguay	6	4												1	1	1	1	2			4	6	6.69	2-14
Peru	10	3							2			2	3	1	1			1			4	10	8.44	4-14
Philippines	46	31									3	10	4	7	5	10		3			30	42	9.84	5 15
Poland	13	4	1								2	1	5		3	1	1	3			5	17	15.89	11-21
Portugal	12	6									1		1		2	4	2	3			7	13	15.69	11-20
Qatar	1		1																			1	7.93	3-14
Republic of Korea	31	11			2	1					5		10	4	4	2	2	2			9	32	44.63	38-51

Country of nationality	No. of Staff 30 June 2007 Total	F	USG M	USG F	ASG M	ASG F	D-2 M	D-2 F	D-1 M	D-1 F	P-5 M	P-5 F	P-4 M	P-4 F	P-3 M	P-3 F	P-2 M	P-2 F	P-1 M	P-1 F	No. of Staff 30 June 2008 F[a]	Total	Mid-point	Desirable range
Republic of Moldova	1								1									1			1	2	6.56	2-14
Romania	15	5							1		2		1	4	4	2	1				6	15	8.15	3-14
Russian Federation	89	12	1		1		4		11		14	1	30	2	7	6	1	1			10	79	30.24	25-35
Rwanda	6										1				3		2					6	6.7	2-14
Saint Kitts and Nevis	6	4							1			2				2	1				4	6	6.48	2-14
Saint Lucia	2	1											1			1					1	2	6.48	2-14
Saint Vincent and the Grenadines	4	2											1		1			1			1	3	6.48	2-14
Samoa																							6.48	2-14
San Marino	2	2														2					2	2	6.51	2-14
Sao Tome and Principe																							6.48	2-14
Saudi Arabia	7	5							1				1	2		1		1			4	6	19.79	15-25
Senegal	11	4					2		1	1	1		1	1	2	2					4	11	6.82	2-14
Serbia	9	1									3		3		1	1	1				1	9	7.05	2-14
Seychelles	4	1							1				1		1	1					1	4	6.49	2-14
Sierra Leone	3	2								2											2	2	6.61	2-14
Singapore	9	4		1			1			1	1			1	1		2	3			6	11	12.48	8-17
Slovakia	6	1									1		3		1	1					1	6	7.66	3-14
Slovenia	3	2					1									3		1			4	5	8.14	3-14
Solomon Islands	1														1							1	6.49	2-14
Somalia	4	2									1	1					1	1			2	4	6.68	2-14
South Africa	19	5			1		1		1		3	1	4	1	6	1		4			7	23	12.53	8-17
Spain	51	22									6	3	16	7	8	10	1	3			23	54	58.09	49-67
Sri Lanka	5	2		1									3			1	1	1			3	7	7.18	2-14
Sudan	9	2									1		5	2		1					3	9	7.53	3-14
Suriname	2	1											1	1							1	2	6.49	2-14
Swaziland	3	2											1	1		1					2	3	6.52	2-14
Sweden	31	20		1				1		1	4	1	3	2	1	10	2	3			19	29	24.93	20-30
Switzerland	22	14	1					1	3		1	1	1	1	2	3		15			21	29	27.37	23-32

Country of nationality	No. of Staff 30 June 2007		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		No. of Staff 30 June 2008		Mid-point	Desirable range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F[a]	Total		
Syrian Arab Republic	9	6									1		1	3		2					5	7	7.2	2-14
Tajikistan																	1					1	6.63	2-14
Thailand	15	8	1						1	1	2	1	2	4		1	1				7	14	11.12	6-16
The former Yugoslav Republic of Macedonia	4	1													3	1					1	4	6.59	2-14
Timor-Leste																							6.5	2-14
Togo	6								1		1		1		3		1					7	6.63	2-14
Tonga	1	1														1					1	1	6.48	2-14
Trinidad and Tobago	12	7						1			2		1	3	2	3	2				7	14	6.95	2-14
Tunisia	14	4			1				1	1	1		2	2	3	1					4	12	7.23	2-14
Turkey	14	7										1		2	4	1	2	4			8	14	14.7	10-19
Turkmenistan	1	1																1			1	1	6.68	2-14
Tuvalu	1												1									1	6.48	2-14
Uganda	21	6				1	1		3		2	1	3	3	3	2	1				7	20	7.23	2-14
Ukraine	19	2							4		4		6	1	4	1					2	20	8.3	4-14
United Arab Emirates																							11.71	7-17
United Kingdom of Great Britain and Northern Ireland	106	44	2		1		1	1	13	7	19	8	14	15	9	12	1	1			44	104	121.12	103-139
United Republic of Tanzania	9	4		2							2	1		1	2						4	8	7.5	3-14
United States of America	327	180	1		3	1	1	5	17	22	46	30	35	52	30	34	21	43			187	341	388.69	330-447
Uruguay	8	3									3	1	1	1	1	4					6	11	7	2-14
Uzbekistan	7	3														2	4	2			4	8	7.23	2-14
Vanuatu																							6.48	2-14
Venezuela (Bolivarian Republic of)	15	5					1			1	1	1	5	1	3	2	1	1			6	17	10.51	6-15
Viet Nam	3	1									1	1					1	1			2	4	8.9	4-14
Yemen	1																1					1	7.1	2-14

Country of nationality	No. of Staff 30 June 2007		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		No. of Staff 30 June 2008		Mid-point	Desirable range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F[a]	Total		
Zambia	5	1							1				2		1	1	1				1	6	6.75	2-14
Zimbabwe	15	5							2		2	2	2	2	3	1	1				5	15	6.91	2-14
Subtotal	**2 727**	**1 179**	**19**	**9**	**17**	**6**	**43**	**24**	**146**	**81**	**338**	**191**	**439**	**348**	**358**	**354**	**193**	**228**			**1 241**	**2 794**		
Others																								
Palestinian	1								1													1		
Stateless	2												1		1							2		
Subtotal	**3**								**1**				**1**		**1**							**3**		
Total	**2 730**	**1 179**	**19**	**9**	**17**	**6**	**43**	**24**	**147**	**81**	**338**	**191**	**440**	**348**	**359**	**354**	**193**	**228**			**1 241**	**2 797**		

[a] The number of female staff is included in the total.

Table A.4
Staff in posts subject to geographical distribution by nationality and type of appointment as at 30 June 2007 and 30 June 2008

	30 June 2007					*30 June 2008*				
	Type of appointment (number)				*Percentage of*	*Type of appointment (number)*				*Percentage of*
Country of nationality	*Permanent*	*Probationary*	*Fixed-term*	*Total*	*fixed-term*	*Permanent*	*Probationary*	*Fixed-term*	*Total*	*fixed-term*
Afghanistan	2			2		2			2	
Albania	4	1	2	7	28.57	4	1	2	7	28.57
Algeria	1	1	5	7	71.43	1	1	5	7	71.43
Andorra	1	1		2		1	1		2	
Angola								1	1	100.00
Antigua and Barbuda	1			1		1			1	
Argentina	19	1	14	34	41.18	19		18	37	48.65
Armenia	4		1	5	20.00	4		3	7	42.86
Australia	22	4	28	54	51.85	24	3	27	54	50.00
Austria	13	2	14	29	48.28	15		16	31	51.61
Azerbaijan	4		1	5	20.00	4		1	5	20.00
Bahamas	9		1	10	10.00	10			10	
Bahrain										
Bangladesh	5		5	10	50.00	2		3	5	60.00
Barbados	1		1	2	50.00	1	3	1	5	20.00
Belarus	8		1	9	11.11	8		1	9	11.11
Belgium	15		13	28	46.43	14		11	25	44.00
Belize	3		1	4	25.00	3		1	4	25.00
Benin	1	2	3	6	50.00	2	2	3	7	42.86
Bhutan	4		1	5	20.00	4			4	
Bolivia	6		1	7	14.29	6		1	7	14.29
Bosnia and Herzegovina	4		2	6	33.33	3		2	5	40.00
Botswana	1			1		1	1		2	
Brazil	18	4	17	39	43.59	20	2	18	40	45.00
Brunei Darussalam		1		1			1		1	
Bulgaria	4		13	17	76.47	4		16	20	80.00
Burkina Faso	1		4	5	80.00	1		3	4	75.00

Country of nationality	30 June 2007					30 June 2008				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Burundi	6		1	7	14.29	7		1	8	12.50
Cambodia			1	1	100.00			1	1	100.00
Cameroon	6		10	16	62.50	7		10	17	58.82
Canada	13		45	58	77.59	11		50	61	81.97
Cape Verde	2		1	3	33.33	2		1	3	33.33
Central African Republic	3			3		3	1		4	
Chad			1	1	100.00		1	1	2	50.00
Chile	13		5	18	27.78	11		6	17	35.29
China	33	8	29	70	41.43	33	14	32	79	40.51
Colombia	3		8	11	72.73	3		6	9	66.67
Comoros										
Congo			2	2	100.00			1	1	100.00
Costa Rica	1		5	6	83.33	1		5	6	83.33
Côte d'Ivoire	8		4	12	33.33	8		2	10	20.00
Croatia	5		3	8	37.50	5		4	9	44.44
Cuba	5			5		5			5	
Cyprus	1	1	1	3	33.33	2		1	3	33.33
Czech Republic	5	2	3	10	30.00	6	2	3	11	27.27
Democratic People's Republic of Korea										
Democratic Republic of the Congo	4		2	6	33.33	4		2	6	33.33
Denmark	8		6	14	42.86	9		4	13	30.77
Djibouti	2		4	6	66.67	2		4	6	66.67
Dominica	3			3		3			3	
Dominican Republic	3		1	4	25.00	3			3	
Ecuador	4		1	5	20.00	2		3	5	60.00
Egypt	5		12	17	70.59	5		14	19	73.68
El Salvador	6		2	8	25.00	6		3	9	33.33
Equatorial Guinea	3			3		3			3	

Country of nationality	30 June 2007					30 June 2008				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Eritrea	6			6		5			5	
Estonia	4		1	5	20.00	4		1	5	20.00
Ethiopia	18		4	22	18.18	16		5	21	23.81
Fiji	7		3	10	30.00	8		2	10	20.00
Finland	6		12	18	66.67	3		10	13	76.92
France	61	8	54	123	43.90	59	3	64	126	50.79
Gabon		1		1		2			2	
Gambia	1		4	5	80.00			4	4	100.00
Georgia	1		2	3	66.67	1		2	3	66.67
Germany	109	28	32	169	18.93	113	24	31	168	18.45
Ghana	1		11	12	91.67	1		14	15	93.33
Greece	8	4	4	16	25.00	8	4	4	16	25.00
Grenada	2			2		2			2	
Guatemala			2	2	100.00		2	3	5	60.00
Guinea	3	1		4		3	1		4	
Guinea-Bissau	1			1		1			1	
Guyana	9		3	12	25.00	6		4	10	40.00
Haiti	2	1	1	4	25.00	3		1	4	25.00
Honduras	2			2		2		1	3	33.33
Hungary	4		6	10	60.00	4		7	11	63.64
Iceland	2		2	4	50.00	1		2	3	66.67
India	32		18	50	36.00	29		18	47	38.30
Indonesia	15	1	1	17	5.88	17			17	
Iran (Islamic Republic of)	5	1	3	9	33.33	4		3	7	42.86
Iraq			3	3	100.00			2	2	100.00
Ireland	2		9	11	81.82	3		7	10	70.00
Israel	7	2	3	12	25.00	7	2	3	12	25.00
Italy	70	2	45	117	38.46	71	1	52	124	41.94
Jamaica	9		3	12	25.00	8		2	10	20.00
Japan	84	4	20	108	18.52	87	5	21	113	18.58

Country of nationality	30 June 2007					30 June 2008				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Jordan	2		9	11	81.82	2		10	12	83.33
Kazakhstan	7			7		7			7	
Kenya	2		20	22	90.91	3		24	27	88.89
Kiribati										
Kuwait										
Kyrgyzstan	4		1	5	20.00	4		1	5	20.00
Lao People's Democratic Republic			1	1	100.00			1	1	100.00
Latvia	3		1	4	25.00	3			3	
Lebanon	7		5	12	41.67	7		7	14	50.00
Lesotho	2			2		2		1	3	33.33
Liberia	4		1	5	20.00	5		1	6	16.67
Libyan Arab Jamahiriya	2			2		2			2	
Liechtenstein										
Lithuania	1		1	2	50.00	1		1	2	50.00
Luxembourg	4		1	5	20.00	3		1	4	25.00
Madagascar	1	1	3	5	60.00	2		3	5	60.00
Malawi			2	2	100.00		2	3	5	60.00
Malaysia	6		6	12	50.00	4		5	9	55.56
Maldives	1			1		2	1		3	
Mali	4		4	8	50.00	4		5	9	55.56
Malta	2	1		3		3	1		4	
Marshall Islands										
Mauritania	2		3	5	60.00	2		3	5	60.00
Mauritius		2		2			5		5	
Mexico	12	17	9	38	23.68	18	15	8	41	19.51
Micronesia (Federated States of)	1			1		1			1	
Monaco										
Mongolia	4		1	5	20.00	4		2	6	33.33

Country of nationality	30 June 2007					30 June 2008				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Montenegro										
Morocco	4		1	5	20.00	4		1	5	20.00
Mozambique	1		1	2	50.00	1		2	3	66.67
Myanmar	3		5	8	62.50	3		4	7	57.14
Namibia	2			2		2			2	
Nauru										
Nepal	1		6	7	85.71	1		6	7	85.71
Netherlands	13	2	23	38	60.53	13	2	25	40	62.50
New Zealand	5		11	16	68.75	4		11	15	73.33
Nicaragua	4		2	6	33.33	3		2	5	40.00
Niger	2	3	2	7	28.57	4	1	2	7	28.57
Nigeria	5		11	16	68.75	5		13	18	72.22
Norway	6	6	1	13	7.69	6	7	1	14	7.14
Oman	1			1		1			1	
Pakistan	6		9	15	60.00	4		8	12	66.67
Palau										
Panama	1	3	2	6	33.33	1	3	2	6	33.33
Papua New Guinea	3			3		3			3	
Paraguay	3	2	1	6	16.67	4	1	1	6	16.67
Peru	5		5	10	50.00	3	1	6	10	60.00
Philippines	42		4	46	8.70	39		3	42	7.14
Poland	7	1	5	13	38.46	6	3	8	17	47.06
Portugal	8	2	2	12	16.67	9	2	2	13	15.38
Qatar	1			1				1	1	100.00
Republic of Korea	20	1	10	31	32.26	19	2	11	32	34.38
Republic of Moldova			1	1	100.00		1	1	2	50.00
Romania	10		5	15	33.33	8		7	15	46.67
Russian Federation	62	1	26	89	29.21	57		22	79	27.85
Rwanda	5		1	6	16.67	5		1	6	16.67
Saint Kitts and Nevis	5	1		6		6			6	

Country of nationality	30 June 2007					30 June 2008				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Saint Lucia	2			2		2			2	
Saint Vincent and the Grenadines	1	1	2	4	50.00	1	1	1	3	33.33
Samoa										
San Marino	2			2		2			2	
Sao Tome and Principe										
Saudi Arabia	4		3	7	42.86	3		3	6	50.00
Senegal	3		8	11	72.73	3		8	11	72.73
Serbia	5		4	9	44.44	5		4	9	44.44
Seychelles	2	1	1	4	25.00	3		1	4	25.00
Sierra Leone	2		1	3	33.33	1		1	2	50.00
Singapore	3	4	2	9	22.22	6	1	4	11	36.36
Slovakia	4		2	6	33.33	4		2	6	33.33
Slovenia	2	1		3		4	1		5	
Solomon Islands	1			1		1			1	
Somalia	1	2	1	4	25.00	1	2	1	4	25.00
South Africa	5	3	11	19	57.89	7	3	13	23	56.52
Spain	35		16	51	31.37	35	1	18	54	33.33
Sri Lanka	1		4	5	80.00	1		6	7	85.71
Sudan	2		7	9	77.78	1		8	9	88.89
Suriname	1		1	2	50.00	1		1	2	50.00
Swaziland	2		1	3	33.33	2		1	3	33.33
Sweden	18	1	12	31	38.71	16		13	29	44.83
Switzerland	6	7	9	22	40.91	9	10	10	29	34.48
Syrian Arab Republic	4		5	9	55.56	4		3	7	42.86
Tajikistan							1		1	
Thailand	11		4	15	26.67	10		4	14	28.57
The former Yugoslav Republic of Macedonia	3		1	4	25.00	3		1	4	25.00
Timor-Leste										

Country of nationality	30 June 2007					30 June 2008				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Togo	3		3	6	50.00	3		4	7	57.14
Tonga	1			1		1			1	
Trinidad and Tobago	10		2	12	16.67	11		3	14	21.43
Tunisia	2		12	14	85.71	2		10	12	83.33
Turkey	4	4	6	14	42.86	4	5	5	14	35.71
Turkmenistan		1		1		1			1	
Tuvalu			1	1	100.00			1	1	100.00
Uganda	5		16	21	76.19	5		15	20	75.00
Ukraine	14		5	19	26.32	15		5	20	25.00
United Arab Emirates										
United Kingdom of Great Britain and Northern Ireland	38		68	106	64.15	36		68	104	65.38
United Republic of Tanzania	4		5	9	55.56	3		5	8	62.50
United States of America	145	32	150	327	45.87	149	34	158	341	46.33
Uruguay	2		6	8	75.00	3		8	11	72.73
Uzbekistan	4	2	1	7	14.29	5	2	1	8	12.50
Vanuatu										
Venezuela (Bolivarian Republic of)	6	1	8	15	53.33	7	1	9	17	52.94
Viet Nam	2		1	3	33.33	1	2	1	4	25.00
Yemen		1		1			1		1	
Zambia	2		3	5	60.00	1		5	6	83.33
Zimbabwe	3		12	15	80.0	2		13	15	86.7
Subtotal	**1 425**	**185**	**1 117**	**2 727**	**40.96**	**1 427**	**187**	**1 180**	**2 794**	**42.23**
Others										
Palestine			1	1	100.00			1	1	100.00
Stateless	1		1	2	50.00	1		1	2	50.00
Subtotal	**1**		**2**	**3**	**66.67**	**1**		**2**	**3**	**66.67**
Total	**1 426**	**185**	**1 119**	**2 730**	**40.99**	**1 428**	**187**	**1 182**	**2 797**	**42.26**

Table A.5

Appointments to posts subject to geographical distribution by nationality, grade and gender between 1 July 2007 and 30 June 2008

	USG		*ASG*		*D-2*		*D-1*		*P-5*		*P-4*		*P-3*		*P-2*		*P-1*		*Total staff*	
Country of nationality	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*Total*	*F*
Afghanistan																				
Albania																				
Algeria																				
Andorra																				
Angola											1								1	
Antigua and Barbuda																				
Argentina		1					1			1									3	2
Armenia												1	1						2	1
Australia			1				2						1		1				5	
Austria			1																1	
Azerbaijan																				
Bahamas																				
Bahrain																				
Bangladesh																				
Barbados																2			2	2
Belarus																				
Belgium											1								1	
Belize																				
Benin																				
Bhutan																				
Bolivia																				
Bosnia and Herzegovina																				
Botswana															1				1	
Brazil	1								1							1			3	1
Brunei Darussalam																				
Bulgaria														2					2	2
Burkina Faso																				
Burundi																				
Cambodia																				
Cameroon																				
Canada				1		1			1		1	1							5	3
Cape Verde																				
Central African Republic																1			1	1
Chad															1				1	
Chile																				
China	1								1				2	1	4	4			13	5
Colombia																				

Country of nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	F
Comoros																				
Congo																				
Costa Rica											1								1	
Côte d'Ivoire																				
Croatia										1									1	1
Cuba																				
Cyprus																				
Czech Republic																1			1	1
Democratic People's Republic of Korea																				
Democratic Republic of the Congo																				
Denmark																				
Djibouti																				
Dominica																				
Dominican Republic																				
Ecuador																				
Egypt							1					1							2	1
El Salvador																				
Equatorial Guinea																				
Eritrea																				
Estonia																				
Ethiopia																				
Fiji																				
Finland														1					1	1
France									1		1	2	2	2	1				9	4
Gabon																				
Gambia																				
Georgia																				
Germany									1						4	5			10	5
Ghana									1				1						2	
Greece																1			1	1
Grenada																				
Guatemala			1													2			3	2
Guinea																				
Guinea-Bissau																				
Guyana				1															1	1
Haiti																				
Honduras											1								1	
Hungary								1											1	1
Iceland																				
India													1						1	

Country of nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	F
Indonesia																				
Iran (Islamic Republic of)																				
Iraq																				
Ireland												1							1	1
Israel																				
Italy									1	1	1	2		1					6	4
Jamaica																				
Japan												1	2	1					4	2
Jordan																				
Kazakhstan																				
Kenya											1		1	2					4	2
Kiribati																				
Kuwait																				
Kyrgyzstan																				
Lao People's Democratic Republic																				
Latvia																				
Lebanon																				
Lesotho												1							1	1
Liberia																				
Libyan Arab Jamahiriya																				
Liechtenstein																				
Lithuania																				
Luxembourg																				
Madagascar																				
Malawi													1		2				3	
Malaysia						1													1	1
Maldives															1	1			2	1
Mali	1					1													2	1
Malta															1				1	
Marshall Islands																				
Mauritania																				
Mauritius															1	2			3	2
Mexico															4	2			6	2
Micronesia (Federated States of)																				
Monaco																				
Mongolia																				
Montenegro																				
Morocco																				
Mozambique					1														1	

	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
Country of nationality	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*Total*	*F*
Myanmar																				
Namibia																				
Nauru																				
Nepal																				
Netherlands							2							1		1			4	2
New Zealand																				
Nicaragua																				
Niger																				
Nigeria							1		1										2	
Norway															1				1	
Oman																				
Pakistan							1												1	
Palau																				
Panama																				
Papua New Guinea																				
Paraguay																				
Peru											1								1	
Philippines																				
Poland											2				1	1			4	1
Portugal																1			1	1
Qatar	1																		1	
Republic of Korea			1										1		1				3	
Republic of Moldova																1			1	1
Romania												1	1						2	1
Russian Federation											1								1	
Rwanda																				
Saint Kitts and Nevis																				
Saint Lucia																				
Saint Vincent and the Grenadines																				
Samoa																				
San Marino																				
Sao Tome and Principe																				
Saudi Arabia																				
Senegal																				
Serbia																				
Seychelles																				
Sierra Leone																				
Singapore		1													1	1			3	2
Slovakia																				
Slovenia																				

Country of nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	F
Solomon Islands																				
Somalia																				
South Africa											1					1			2	1
Spain									1										1	
Sri Lanka																				
Sudan														1					1	1
Suriname																				
Swaziland																				
Sweden																				
Switzerland														1		7			8	8
Syrian Arab Republic																				
Tajikistan															1				1	
Thailand																				
The former Yugoslav Republic of Macedonia																				
Timor-Leste																				
Togo							1												1	
Tonga																				
Trinidad and Tobago									1										1	
Tunisia																				
Turkey																2			2	2
Turkmenistan																				
Tuvalu																				
Uganda							1					1							2	1
Ukraine											1								1	
United Arab Emirates																				
United Kingdom of Great Britain and Northern Ireland								1	1		2	1	1	2					8	4
United Republic of Tanzania																				
United States of America			1				2	1	2	1	2	1	4	3	9	9			35	15
Uruguay														2					2	2
Uzbekistan																1			1	1
Vanuatu																				
Venezuela (Bolivarian Republic of)													1						1	
Viet Nam															1	1			2	1
Yemen																				

	USG		*ASG*		*D-2*		*D-1*		*P-5*		*P-4*		*P-3*		*P-2*		*P-1*		*Total staff*	
Country of nationality	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*Total*	*F*
Zambia											1		1						2	
Zimbabwe																				
Subtotal	**4**	**2**	**5**	**2**	**1**	**3**	**12**	**3**	**13**	**4**	**19**	**14**	**21**	**20**	**36**	**48**			**207**	**96**
Others																				
Palestine																				
Stateless													1						1	
Subtotal													**1**						**1**	
Total	**4**	**2**	**5**	**2**	**1**	**3**	**12**	**3**	**13**	**4**	**19**	**14**	**22**	**20**	**36**	**48**			**208**	**96**

Table A.6

Changes in staff in posts subject to geographical distribution by nationality, type of appointment and gender as at 30 June 2008

			Appointments						*Separations*[a]									
	No. of staff 30 June 2007		*Career*		*Non-career*		*Total*		*Career*		*Non-career*		*Total*		*Other staff changes*[b]		*No. of staff 30 June 2008*	
Country of nationality	*All*	*F*	*All*	*F*	*All*	*F*	*All*	*F*	*All*	*F*	*All*	*F*	*All*	*F*	*All*	*F*	*All*	*F*
Afghanistan	2																2	
Albania	7	6															7	6
Algeria	7	4															7	4
Andorra	2																2	
Angola					1		1								1		1	
Antigua and Barbuda	1	1															1	1
Argentina	34	16			3	2	3	2	1	1			1	1	1	1	37	17
Armenia	5				2	1	2	1							2	1	7	1
Australia	54	29	1		4		5		1		6	3	7	3	2		54	27
Austria	29	15			1		1				1		1		2	1	31	16
Azerbaijan	5	3															5	3
Bahamas	10	8															10	8
Bahrain																		
Bangladesh	10								2		3		5				5	
Barbados	2	2	2	2			2	2							1	1	5	5
Belarus	9																9	
Belgium	28	11			1		1		2		3	2	5	2	1	3	25	10
Belize	4	1															4	1
Benin	6														1	1	7	1
Bhutan	5										1		1				4	
Bolivia	7	3															7	3
Bosnia and Herzegovina	6	3									1	1	1	1			5	2
Botswana	1	1	1				1								-1		2	1
Brazil	39	16	1	1	2		3	1			4	3	4	3	2	1	40	16
Brunei Darussalam	1																1	
Bulgaria	17	7			2	2	2	2							1	1	20	10
Burkina Faso	5	3									1	1	1	1			4	2
Burundi	7	1													1	1	8	2
Cambodia	1	1															1	1
Cameroon	16	2													1	1	17	3
Canada	58	21			5	3	5	3	2		4		6		4	6	61	26
Cape Verde	3																3	
Central African Republic	3		1	1			1	1							-1	-1	4	1
Chad	1		1				1								-1		2	

	No. of staff 30 June 2007		Appointments						Separations[a]						Other staff changes[b]		No. of staff 30 June 2008	
			Career		Non-career		Total		Career		Non-career		Total					
Country of nationality	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Chile	18	3							2	1			2	1	1		17	2
China	70	41	8	4	5	1	13	5	4	3	2	1	6	4	2	-11	79	42
Colombia	11	7							1	1	1		2	1			9	6
Comoros																		
Congo	2										1		1				1	
Costa Rica	6	2			1		1				1		1		1		6	2
Côte d'Ivoire	12	1									2	1	2	1			10	
Croatia	8	4			1	1	1	1							1	1	9	5
Cuba	5	2															5	2
Cyprus	3	1															3	1
Czech Republic	10	4	1	1			1	1							-1	-1	11	5
Democratic People's Republic of Korea																		
Democratic Republic of the Congo	6	2															6	2
Denmark	14	7									2		2		1		13	7
Djibouti	6	1															6	1
Dominica	3																3	
Dominican Republic	4	1									1		1				3	1
Ecuador	5	2							1				1		1		5	2
Egypt	17	4			2	1	2	1	1				1		1	1	19	5
El Salvador	8	5													1		9	5
Equatorial Guinea	3	1															3	1
Eritrea	6	2							1				1				5	2
Estonia	5	2															5	2
Ethiopia	22	9							1				1		-1		21	8
Fiji	10	7															10	7
Finland	18	7			1	1	1	1	1		5	2	6	2	1	5	13	6
France	123	58	1		8	4	9	4	3		5	2	8	2	2	4	126	60
Gabon	1	1													1		2	1
Gambia	5	1							1				1				4	1
Georgia	3																3	
Germany	169	72	9	5	1		10	5	8	2	6		14	2	3	9	168	77
Ghana	12	4			2		2								1		15	4
Greece	16	8	1	1			1	1			1	1	1	1	-1	-1	16	8
Grenada	2																2	
Guatemala	2	1	2	2	1		3	2							-1	-2	5	3
Guinea	4																4	
Guinea-Bissau	1																1	
Guyana	12	9			1	1	1	1	2	2			2	2	-1	1	10	8

	No. of staff 30 June 2007		Appointments						Separations[a]						Other staff changes[b]		No. of staff 30 June 2008	
			Career		Non-career		Total		Career		Non-career		Total					
Country of nationality	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Haiti	4	3															4	3
Honduras	2				1		1								1		3	
Hungary	10	3			1	1	1	1							1	1	11	4
Iceland	4								1				1				3	
India	50	18			1		1		3	1	2	1	5	2	1	3	47	17
Indonesia	17	9															17	9
Iran (Islamic Republic of)	9	6							2				2			1	7	5
Iraq	3	2													-1		2	2
Ireland	11	2			1	1	1	1			2		2		1	3	10	3
Israel	12	4															12	4
Italy	117	55			6	4	6	4	1		3	1	4	1	5	5	124	62
Jamaica	12	8									2	1	2	1			10	7
Japan	108	65	2		2	2	4	2	2	1	2	2	4	3	5	4	113	69
Jordan	11	4													1		12	4
Kazakhstan	7	3															7	3
Kenya	22	14			4	2	4	2			2		2		3	1	27	17
Kiribati																		
Kuwait																		
Kyrgyzstan	5	2															5	2
Lao People's Democratic Republic	1																1	
Latvia	4	1									1		1				3	1
Lebanon	12	6													2	2	14	8
Lesotho	2	2			1	1	1	1							1	1	3	3
Liberia	5	3													1	1	6	4
Libyan Arab Jamahiriya	2																2	
Liechtenstein																		
Lithuania	2	1															2	1
Luxembourg	5	1									1		1				4	1
Madagascar	5	2															5	2
Malawi	2		2		1		3								-1		5	
Malaysia	12	6			1	1	1	1	2	2	2	1	4	3	1	2	9	4
Maldives	1		2	1			2	1							-2	-3	3	1
Mali	8	1			2	1	2	1			1		1		2	2	9	2
Malta	3	2	1				1								-1		4	2
Marshall Islands																		
Mauritania	5																5	
Mauritius	2	1	3	2			3	2							-3	-4	5	3

			Appointments						Separations[a]									
	No. of staff 30 June 2007		Career		Non-career		Total		Career		Non-career		Total		Other staff changes[b]		No. of staff 30 June 2008	
Country of nationality	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Mexico	38	16	6	2			6	2	2		1	1	3	1	-7	-3	41	16
Micronesia (Federated States of)	1																1	
Monaco																		
Mongolia	5	2													1	1	6	3
Montenegro																		
Morocco	5	3															5	3
Mozambique	2				1		1								1		3	
Myanmar	8	3									1		1				7	3
Namibia	2	1															2	1
Nauru																		
Nepal	7																7	
Netherlands	38	10	1	1	3	1	4	2	1		2	2	3	2	1		40	11
New Zealand	16	7									1	1	1	1			15	6
Nicaragua	6	4									1	1	1	1			5	3
Niger	7	2															7	2
Nigeria	16	4			2		2								2		18	4
Norway	13	7	1				1				1	1	1	1	1		14	6
Oman	1																1	
Pakistan	15	6			1		1		1	1	2	1	3	2	-1		12	4
Palau																		
Panama	6	3									1		1		1		6	3
Papua New Guinea	3																3	
Paraguay	6	4															6	4
Peru	10	3			1		1		2				2		1	2	10	4
Philippines	46	31							4	1	1	1	5	2	1	4	42	30
Poland	13	4	2	1	2		4	1	1	1			1	1	1	-2	17	5
Portugal	12	6	1	1			1	1							-1	-1	13	7
Qatar	1				1		1				1		1		1		1	
Republic of Korea	31	11	1		2		3		1	1	3	1	4	2	2		32	9
Republic of Moldova	1		1	1			1	1							-1	-1	2	1
Romania	15	5			2	1	2	1	1		1		2		2	3	15	6
Russian Federation	89	12			1		1		5	1	6	1	11	2	1		79	10
Rwanda	6																6	
Saint Kitts and Nevis	6	4															6	4
Saint Lucia	2	1															2	1
Saint Vincent and the Grenadines	4	2									1	1	1	1			3	1
Samoa																		
San Marino	2	2															2	2

Country of nationality	No. of staff 30 June 2007		Appointments						Separations[a]						Other staff changes[b]		No. of staff 30 June 2008	
			Career		Non-career		Total		Career		Non-career		Total					
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Sao Tome and Principe																		
Saudi Arabia	7	5							1	1			1	1			6	4
Senegal	11	4															11	4
Serbia	9	1															9	1
Seychelles	4	1															4	1
Sierra Leone	3	2									1		1				2	2
Singapore	9	4	1	1	2	1	3	2	2				2		1		11	6
Slovakia	6	1															6	1
Slovenia	3	2													2	2	5	4
Solomon Islands	1																1	
Somalia	4	2															4	2
South Africa	19	5	1	1	1		2	1							2		23	7
Spain	51	22			1		1		1	1	3	1	4	2	6	4	54	23
Sri Lanka	5	2													2	1	7	3
Sudan	9	2			1	1	1	1	1				1		1	2	9	3
Suriname	2	1															2	1
Swaziland	3	2															3	2
Sweden	31	20							2	1	5	3	7	4	5	6	29	19
Switzerland	22	14	7	7	1	1	8	8	1		2	2	3	2	2	2	29	21
Syrian Arab Republic	9	6									1		1		-1		7	5
Tajikistan			1				1								-1		1	
Thailand	15	8							1	1			1	1			14	7
The former Yugoslav Republic of Macedonia	4	1															4	1
Timor-Leste																		
Togo	6				1		1								1		7	
Tonga	1	1															1	1
Trinidad and Tobago	12	7			1		1								1		14	7
Tunisia	14	4									2		2				12	4
Turkey	14	7	2	2			2	2	1		1	1	2	1	-2	-1	14	8
Turkmenistan	1	1															1	1
Tuvalu	1																1	
Uganda	21	6			2	1	2	1			3		3		2	4	20	7
Ukraine	19	2			1		1		1				1		1		20	2
United Arab Emirates																		
United Kingdom of Great Britain and Northern Ireland	106	44			8	4	8	4	3	1	13	4	16	5	6	8	104	44

			Appointments						Separations[a]									
	No. of staff 30 June 2007		Career		Non-career		Total		Career		Non-career		Total		Other staff changes[b]		No. of staff 30 June 2008	
Country of nationality	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
United Republic of Tanzania	9	4							1				1				8	4
United States of America	327	180	19	10	16	5	35	15	13	6	16	8	29	14	7	1	341	187
Uruguay	8	3			2	2	2	2							1	1	11	6
Uzbekistan	7	3	1	1			1	1							-1	-1	8	4
Vanuatu																		
Venezuela (Bolivarian Republic of)	15	5			1		1								1		17	6
Viet Nam	3	1	2	1			2	1	1				1		-2	-2	4	2
Yemen	1																1	
Zambia	5	1			2		2		1				1		2		6	1
Zimbabwe	15	5															15	5
Subtotal	**2 727**	**1 179**	**86**	**49**	**121**	**47**	**207**	**96**	**93**	**30**	**139**	**53**	**232**	**83**	**91**	**72**	**2 794**	**1 241**
Others																		
Palestine	1																1	
Stateless	2				1												2	
Subtotal	**3**				**1**												**3**	
Total	**2 730**	**1 179**	**86**	**49**	**122**	**47**	**208**	**96**	**93**	**30**	**139**	**53**	**232**	**83**	**91**	**72**	**2 797**	**1 241**

[a] Includes all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.

[b] Shows gains and losses of staff resulting from:

(a) Movement between posts subject to geographical distribution and posts with special language requirements;

(b) Placement on special leave without pay or returned from such leave;

(c) Detail or assignment to technical assistance projects or returned from such projects;

(d) Secondment to UNDP or other United Nations bodies or returned from such secondment;

(e) Promotion from the General Service category to the Professional category.

Table A.7
Staff in posts with special language requirements by nationality, grade and gender as at 30 June 2008
(Population: 848)

	No. of staff 30 June 2007	*P-5*		*P-4*		*P-3*		*P-2*		*P-1*		*No. of staff 30 June 2008*	
Country or nationality	*Total*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*F*	*Total*
Afghanistan														
Albania														
Algeria	5	1	1		1		2	1					1	5
Andorra														
Angola														
Antigua and Barbuda														
Argentina	16	10	2	2	4	5		3	1				10	17
Armenia														
Australia	1						1							1
Austria	5		1		2		1							4
Azerbaijan														
Bahamas														
Bahrain	1	1						1					1	1
Bangladesh														
Barbados														
Belarus	5	1			3		1	1					1	5
Belgium	18	10	1	3	3	3	2	4					10	16
Belize														
Benin	2		1		1									2
Bhutan														
Bolivia	1	1						1					1	1
Bosnia and Herzegovina														
Botswana														
Brazil	1	1												
Brunei Darussalam														
Bulgaria	1		1											1
Burkina Faso	2				2									2
Burundi														
Cambodia														
Cameroon	1				1		1							2
Canada	23	11	3	2	3	4	4	5					11	21
Cape Verde														
Central African Republic														
Chad														
Chile	3	2		1		1	1						2	3
China	126	41	17	4	42	21	23	14	1	4			43	126
Colombia	4	3		2			1	2					4	5

Country or nationality	No. of staff 30 June 2007		P-5		P-4		P-3		P-2		P-1		No. of staff 30 June 2008	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Comoros														
Congo														
Costa Rica	1	1				1							1	1
Côte d'Ivoire	1		1											1
Croatia														
Cuba	6	4			2	1		4					5	7
Cyprus														
Czech Republic														
Democratic People's Republic of Korea														
Democratic Republic of the Congo														
Denmark														
Djibouti														
Dominica														
Dominican Republic														
Ecuador	1				1									1
Egypt	32	13	5	6	3	6	8	3	1				15	32
El Salvador														
Equatorial Guinea														
Eritrea														
Estonia														
Ethiopia														
Fiji														
Finland														
France	105	74	7	17	10	31	10	23	2				71	100
Gabon														
Gambia														
Georgia														
Germany	2	1				1	1	1					2	3
Ghana	2		1		1									2
Greece	1		1											1
Grenada														
Guatemala														
Guinea														
Guinea-Bissau														
Guyana	3	2	1	1				1					2	3
Haiti														
Honduras														
Hungary														
Iceland														
India														

Country or nationality	No. of staff 30 June 2007		P-5		P-4		P-3		P-2		P-1		No. of staff 30 June 2008	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Indonesia														
Iran (Islamic Republic of)	1	1				1							1	1
Iraq	1	1						1					1	1
Ireland	3	2	1			1		2	1				3	5
Israel	1				1									1
Italy	2	2				2							2	2
Jamaica	1	1		1									1	1
Japan														
Jordan	6	5				2		2					4	4
Kazakhstan	1		1											1
Kenya	2		1				1							2
Kiribati														
Kuwait														
Kyrgyzstan														
Lao People's Democratic Republic														
Latvia														
Lebanon	15	12	1		1	3	1	8		2			13	16
Lesotho														
Liberia														
Libyan Arab Jamahiriya	1				1									1
Liechtenstein														
Lithuania														
Luxembourg														
Madagascar														
Malawi														
Malaysia														
Maldives														
Mali														
Malta														
Marshall Islands														
Mauritania	1				1									1
Mauritius	1	1						1					1	1
Mexico	5	3		2	1	1							3	4
Micronesia (Federated States of)														
Monaco														
Mongolia														
Morocco	21	4	1		8	4	9	2	1				6	25
Montenegro														
Mozambique														
Myanmar														

Country or nationality	No. of staff 30 June 2007		P-5		P-4		P-3		P-2		P-1		No. of staff 30 June 2008	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Namibia														
Nauru														
Nepal														
Netherlands	1						1	1					1	2
New Zealand	1	1				1							1	1
Nicaragua														
Niger	1						1							1
Nigeria														
Norway														
Oman														
Pakistan														
Palau														
Panama	1				1									1
Papua New Guinea														
Paraguay	1	1												
Peru	6	4		1		2	1	1					4	5
Philippines														
Poland														
Portugal														
Qatar														
Republic of Korea														
Republic of Moldova														
Romania														
Russian Federation	125	6	26		58	2	33	4	2	5			11	130
Rwanda														
Saint Kitts and Nevis														
Saint Lucia														
Saint Vincent and the Grenadines														
Samoa														
San Marino														
Sao Tome and Principe														
Saudi Arabia														
Senegal	4				2		2							4
Serbia														
Seychelles														
Sierra Leone														
Singapore														
Slovakia														
Slovenia														
Solomon Islands														

Country or nationality	No. of staff 30 June 2007		P-5		P-4		P-3		P-2		P-1		No. of staff 30 June 2008	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Somalia														
South Africa														
Spain	68	39	3	7	13	10	14	21	1	1			39	70
Sri Lanka														
Sudan	10				7		3		1					11
Suriname														
Swaziland														
Sweden	1	1				1							1	1
Switzerland	7	5		2	2	1		1		1			5	7
Syrian Arab Republic	13	9	1	2	2	5		2	1				9	13
Tajikistan														
Thailand														
The former Yugoslav Republic of Macedonia														
Timor-Leste														
Togo														
Tonga														
Trinidad and Tobago	2	2				1		1					2	2
Tunisia	16	2	4	1	8		3	1					2	17
Turkey														
Turkmenistan														
Tuvalu														
Uganda														
Ukraine	8				5		2							7
United Arab Emirates														
United Kingdom of Great Britain and Northern Ireland	53	25	5	5	9	12	7	10		3			30	51
United Republic of Tanzania														
United States of America	81	40	6	6	18	16	17	19	1	1			42	84
Uruguay	9	7		1		4	1	2		1			8	9
Uzbekistan														
Vanuatu														
Venezuela (Bolivarian Republic of)	1	1						1					1	1
Viet Nam														
Yemen														
Zambia														
Zimbabwe	1				1									1
Subtotal	**841**	**352**	**93**	**66**	**218**	**143**	**152**	**144**	**13**	**18**			**371**	**847**

Country or nationality	No. of staff 30 June 2007		P-5		P-4		P-3		P-2		P-1		No. of staff 30 June 2008	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Others														
Palestine	1		1											1
Stateless														
Subtotal	**1**		**1**											**1**
Total	**842**	**352**	**94**	**66**	**218**	**143**	**152**	**144**	**13**	**18**			**371**	**848**

Table A.8

Desirable range and weighted distribution of staff in posts subject to geographical distribution and weighted staff position as at 30 June 2008

Country of nationality	*Assessment %*[a]	*Desirable range*[b]	*Midpoint*[c]	*No. of staff*[d]	*Weighted range*	*Weighted midpoint*	*Weighted staff position*
Afghanistan	0.001	2-14	7.11	2	202-1224	621.56	195
Albania	0.006	2-14	6.63	7	160-1224	580.2	522
Algeria	0.085	4-14	8.70	7	341-1224	760.47	545
Andorra	0.008	2-14	6.60	2	157-1224	576.83	130
Angola	0.003	2-14	6.91	1	184-1224	603.91	88
Antigua and Barbuda	0.002	2-14	6.49	1	148-1224	567.9	107
Argentina	0.325	8-18	12.92	37	710-1550	1129.86	3236
Armenia	0.002	2-14	6.56	7	154-1224	573.85	608
Australia	1.787	32-43	37.41	54	2781-3762	3271.33	4455
Austria	0.887	17-27	21.78	31	1485-2324	1904.25	2523
Azerbaijan	0.005	2-14	6.74	5	170-1224	589.46	376
Bahamas	0.016	2-14	6.74	10	170-1224	589.28	738
Bahrain	0.033	2-14	7.04		196-1224	615.49	0
Bangladesh	0.010	6-15	10.33	5	483-1323	902.98	500
Barbados	0.009	2-14	6.62	5	159-1224	578.77	353
Belarus	0.020	2-14	7.03	9	195-1224	614.31	880
Belgium	1.102	21-30	25.49	25	1809-2649	2229.07	2446
Belize	0.001	2-14	6.48	4	147-1224	566.83	341
Benin	0.001	2-14	6.69	7	165-1224	584.65	499
Bhutan	0.001	2-14	6.49	4	148-1224	567.58	393
Bolivia	0.006	2-14	6.78	7	173-1224	593.11	571
Bosnia and Herzegovina	0.006	2-14	6.65	5	162-1224	581.71	430
Botswana	0.014	2-14	6.74	2	170-1224	589.46	130
Brazil	0.876	21-31	25.86	40	1842-2681	2261.64	3739
Brunei Darussalam	0.026	2-14	6.91	1	185-1224	604.31	72
Bulgaria	0.020	2-14	6.98	20	190-1224	610.14	1892
Burkina Faso	0.002	2-14	6.84	4	178-1224	597.86	336
Burundi	0.001	2-14	6.67	8	164-1224	583.58	645
Cambodia	0.001	2-14	6.81	1	176-1224	595.67	88
Cameroon	0.009	2-14	7.04	17	196-1224	615.97	1426
Canada	2.977	49-67	57.98	61	4310-5831	5070.27	5726
Cape Verde	0.001	2-14	6.49	3	148-1224	567.32	267
Central African Republic	0.001	2-14	6.58	4	155-1224	575.09	311
Chad	0.001	2-14	6.73	2	168-1224	588.21	200
Chile	0.161	5-14	9.59	17	419-1258	838.69	1370
China	2.667	70-95	82.89	79	6161-8336	7248.53	6626
Colombia	0.105	5-14	9.32	9	396-1235	815.35	826

Country of nationality	Assessment %[a]	Desirable range[b]	Midpoint[c]	No. of staff[d]	Weighted range	Weighted midpoint	Weighted staff position
Comoros	0.001	2-14	6.49		148-1224	567.95	0
Congo	0.001	2-14	6.56	1	154-1224	573.92	72
Costa Rica	0.032	2-14	7.11	6	202-1224	621.56	531
Côte d'Ivoire	0.009	2-14	7.06	10	198-1224	617.42	965
Croatia	0.050	3-14	7.42	9	229-1224	648.58	839
Cuba	0.054	3-14	7.64	5	248-1224	668.22	416
Cyprus	0.044	2-14	7.23	3	212-1224	632.09	237
Czech Republic	0.281	7-16	11.49	11	585-1424	1004.46	992
Democratic People's Republic of Korea	0.007	2-14	7.13		204-1224	623.66	0
Democratic Republic of the Congo	0.003	3-14	7.97	6	277-1224	696.86	439
Denmark	0.739	14-24	19.19	13	1258-2097	1677.64	1223
Djibouti	0.001	2-14	6.49	6	148-1224	567.94	540
Dominica	0.001	2-14	6.48	3	147-1224	566.38	216
Dominican Republic	0.024	2-14	7.09	3	201-1224	620.42	275
Ecuador	0.021	2-14	7.13	5	204-1224	623.25	392
Egypt	0.088	5-15	9.72	19	430-1270	849.8	1994
El Salvador	0.020	2-14	6.96	9	189-1224	608.54	779
Equatorial Guinea	0.002	2-14	6.50	3	149-1224	568.76	283
Eritrea	0.001	2-14	6.59	5	156-1224	576.13	417
Estonia	0.016	2-14	6.76	5	172-1224	591.33	397
Ethiopia	0.003	4-14	8.45	21	319-1224	738.56	1710
Fiji	0.003	2-14	6.53	10	151-1224	570.93	819
Finland	0.564	11-21	16.20	13	997-1836	1416.39	1172
France	6.301	98-133	115.33	126	8572-11598	10084.78	11330
Gabon	0.008	2-14	6.63	2	160-1224	579.39	130
Gambia	0.001	2-14	6.52	4	150-1224	569.72	479
Georgia	0.003	2-14	6.61	3	158-1224	578.18	324
Germany	8.577	131-178	154.62	168	11493-15549	13520.85	14610
Ghana	0.004	2-14	7.07	15	199-1224	618.56	1500
Greece	0.596	12-22	16.88	16	1056-1896	1476.06	1451
Grenada	0.001	2-14	6.48	2	147-1224	566.46	144
Guatemala	0.032	3-14	7.32	5	220-1224	639.67	449
Guinea	0.001	2-14	6.69	4	166-1224	585.33	309
Guinea-Bissau	0.001	2-14	6.51	1	150-1224	569.69	107
Guyana	0.001	2-14	6.49	10	148-1224	567.74	1001
Haiti	0.002	2-14	6.72	4	168-1224	587.29	396
Honduras	0.005	2-14	6.71	3	167-1224	586.68	248
Hungary	0.244	6-16	10.85	11	529-1369	948.98	1110
Iceland	0.037	2-14	7.10	3	201-1224	620.53	409
India	0.450	35-48	41.37	47	3075-4161	3617.86	4544

Country of nationality	*Assessment %*[a]	*Desirable range*[b]	*Midpoint*[c]	*No. of staff*[d]	*Weighted range*	*Weighted midpoint*	*Weighted staff position*
Indonesia	0.161	10-19	14.60	17	857-1697	1276.79	1330
Iran (Islamic Republic of)	0.180	6-16	11.19	7	558-1398	978.22	758
Iraq	0.015	3-14	7.39	2	226-1224	646.2	160
Ireland	0.445	9-19	14.15	10	817-1657	1236.98	964
Israel	0.419	9-19	13.76	12	784-1623	1203.57	1003
Italy	5.079	80-109	94.43	124	7019-9496	8257.21	10881
Jamaica	0.010	2-14	6.69	10	165-1224	585.19	870
Japan	16.624	249-337	292.88	113	21769-29453	25610.89	9899
Jordan	0.012	2-14	6.80	12	175-1224	594.71	1232
Kazakhstan	0.029	3-14	7.31	7	220-1224	639.41	492
Kenya	0.010	3-14	7.50	27	236-1224	656.15	2262
Kiribati	0.001	2-14	6.48		147-1224	566.43	0
Kuwait	0.182	5-14	9.63		422-1262	841.91	0
Kyrgyzstan	0.001	2-14	6.60	5	157-1224	577.08	375
Lao People's Democratic Republic	0.001	2-14	6.61	1	158-1224	578.18	88
Latvia	0.018	2-14	6.82	3	176-1224	596.23	202
Lebanon	0.034	2-14	7.13	14	204-1224	623.79	1119
Lesotho	0.001	2-14	6.52	3	151-1224	570.33	267
Liberia	0.001	2-14	6.56	6	154-1224	573.88	626
Libyan Arab Jamahiriya	0.062	3-14	7.66	2	250-1224	669.74	236
Liechtenstein	0.010	2-14	6.63		160-1224	579.73	0
Lithuania	0.031	2-14	7.07	2	198-1224	617.88	176
Luxembourg	0.085	3-14	7.92	4	273-1224	692.43	336
Madagascar	0.002	2-14	6.95	5	188-1224	607.84	411
Malawi	0.001	2-14	6.80	5	175-1224	594.62	367
Malaysia	0.190	6-15	10.32	9	482-1322	902.18	896
Maldives	0.001	2-14	6.48	3	147-1224	566.86	188
Mali	0.001	2-14	6.76	9	172-1224	591.38	1125
Malta	0.017	2-14	6.76	4	171-1224	590.93	260
Marshall Islands	0.001	2-14	6.48		147-1224	566.36	0
Mauritania	0.001	2-14	6.55	5	153-1224	572.61	392
Mauritius	0.011	2-14	6.68	5	164-1224	583.72	290
Mexico	2.257	40-55	47.42	41	3525-4769	4146.89	3170
Micronesia (Federated States of)	0.001	2-14	6.48	1	147-1224	566.47	72
Monaco	0.003	2-14	6.51		150-1224	569.29	0
Mongolia	0.001	2-14	6.54	6	152-1224	571.6	515
Montenegro	0.001	2-14	6.49		148-1224	567.46	0
Morocco	0.042	3-14	7.90	5	271-1224	691	557
Mozambique	0.001	2-14	6.97	3	190-1224	609.84	307
Myanmar	0.005	3-14	7.68	7	252-1224	671.64	478
Namibia	0.006	2-14	6.61	2	158-1224	577.92	176

Country of nationality	Assessment %[a]	Desirable range[b]	Midpoint[c]	No. of staff[d]	Weighted range	Weighted midpoint	Weighted staff position
Nauru	0.001	2-14	6.48		147-1224	566.26	0
Nepal	0.003	2-14	7.17	7	207-1224	626.68	619
Netherlands	1.873	33-45	38.78	40	2882-3899	3390.74	3894
New Zealand	0.256	6-16	10.92	15	535-1375	954.95	1563
Nicaragua	0.002	2-14	6.62	5	159-1224	579.15	531
Niger	0.001	2-14	6.81	7	175-1224	595.23	548
Nigeria	0.048	6-16	10.73	18	518-1358	938.09	1783
Norway	0.782	15-25	19.90	14	1321-2160	1740.24	984
Oman	0.073	3-14	7.76	1	259-1224	678.88	58
Pakistan	0.059	6-16	11.28	12	567-1406	986.71	1150
Palau	0.001	2-14	6.48		147-1224	566.28	0
Panama	0.023	2-14	6.93	6	186-1224	605.85	457
Papua New Guinea	0.002	2-14	6.64	3	161-1224	580.63	237
Paraguay	0.005	2-14	6.69	6	165-1224	584.69	406
Peru	0.078	4-14	8.44	10	318-1224	737.9	954
Philippines	0.078	5-15	9.84	42	441-1280	860.29	3525
Poland	0.501	11-21	15.89	17	970-1809	1389.31	1471
Portugal	0.527	11-20	15.69	13	952-1792	1372.12	917
Qatar	0.085	3-14	7.93	1	273-1224	693.19	190
Republic of Korea	2.173	38-51	44.63	32	3317-4488	3902.83	2983
Republic of Moldova	0.001	2-14	6.56	2	154-1224	573.97	187
Romania	0.070	3-14	8.15	15	293-1224	712.8	1273
Russian Federation	1.200	25-35	30.24	79	2225-3064	2644.26	7823
Rwanda	0.001	2-14	6.70	6	166-1224	586.06	439
Saint Kitts and Nevis	0.001	2-14	6.48	6	147-1224	566.34	545
Saint Lucia	0.001	2-14	6.48	2	147-1224	566.58	218
Saint Vincent and the Grenadines	0.001	2-14	6.48	3	147-1224	566.49	218
Samoa	0.001	2-14	6.48		147-1224	566.62	0
San Marino	0.003	2-14	6.51	2	150-1224	569.29	144
Sao Tome and Principe	0.001	2-14	6.48		147-1224	566.56	0
Saudi Arabia	0.748	15-25	19.79	6	1311-2150	1730.38	435
Senegal	0.004	2-14	6.82	11	176-1224	595.94	1113
Serbia	0.021	2-14	7.05	9	196-1224	616.15	787
Seychelles	0.002	2-14	6.49	4	148-1224	567.91	361
Sierra Leone	0.001	2-14	6.61	2	158-1224	578.19	258
Singapore	0.347	8-17	12.48	11	671-1511	1091.15	1076
Slovakia	0.063	3-14	7.66	6	250-1224	669.66	515
Slovenia	0.096	3-14	8.14	5	292-1224	711.96	416
Solomon Islands	0.001	2-14	6.49	1	148-1224	567.25	72
Somalia	0.001	2-14	6.68	4	164-1224	583.97	330
South Africa	0.290	8-17	12.53	23	676-1516	1096.11	2048

Country of nationality	*Assessment %*[a]	*Desirable range*[b]	*Midpoint*[c]	*No. of staff*[d]	*Weighted range*	*Weighted midpoint*	*Weighted staff position*
Spain	2.968	49-67	58.09	54	4318-5842	5080.09	4427
Sri Lanka	0.016	2-14	7.18	7	208-1224	627.93	642
Sudan	0.010	3-14	7.53	9	238-1224	658.24	795
Suriname	0.001	2-14	6.49	2	147-1224	567.17	176
Swaziland	0.002	2-14	6.52	3	150-1224	570.06	248
Sweden	1.071	20-30	24.93	29	1760-2600	2180.13	2546
Switzerland	1.216	23-32	27.37	29	1973-2813	2392.98	2197
Syrian Arab Republic	0.016	2-14	7.20	7	209-1224	629.22	603
Tajikistan	0.001	2-14	6.63	1	160-1224	579.97	58
Thailand	0.186	6-16	11.12	14	553-1392	972.25	1427
The former Yugoslav Republic of Macedonia	0.005	2-14	6.59	4	157-1224	576.36	288
Timor-Leste	0.001	2-14	6.50		149-1224	568.59	0
Togo	0.001	2-14	6.63	7	160-1224	579.66	598
Tonga	0.001	2-14	6.48	1	147-1224	566.44	72
Trinidad and Tobago	0.027	2-14	6.95	14	188-1224	607.72	1272
Tunisia	0.031	2-14	7.23	12	212-1224	632.01	1106
Turkey	0.381	10-19	14.70	14	866-1705	1285.38	991
Turkmenistan	0.006	2-14	6.68	1	164-1224	583.81	58
Tuvalu	0.001	2-14	6.48	1	147-1224	566.26	88
Uganda	0.003	2-14	7.23	20	212-1224	632.16	1969
Ukraine	0.045	4-14	8.30	20	306-1224	726	1942
United Arab Emirates	0.302	7-17	11.71		604-1444	1023.94	0
United Kingdom of Great Britain and Northern Ireland	6.642	103-139	121.12	104	9003-12180	10591.4	10154
United Republic of Tanzania	0.006	3-14	7.50	8	236-1224	656.13	826
United States of America	22.000	330-447	388.69	341	28890-39087	33988.62	30461
Uruguay	0.027	2-14	7.00	11	192-1224	611.81	964
Uzbekistan	0.008	2-14	7.23	8	213-1224	632.46	492
Vanuatu	0.001	2-14	6.48		147-1224	566.7	0
Venezuela (Bolivarian Republic of)	0.200	6-15	10.51	17	500-1339	919.3	1503
Viet Nam	0.024	4-14	8.90	4	359-1224	778.58	388
Yemen	0.007	2-14	7.10	1	201-1224	620.81	58
Zambia	0.001	2-14	6.75	6	171-1224	590.54	507
Zimbabwe	0.008	2-14	6.91	15	184-1224	603.88	1384
Total	**100.000**			**2 794**		**276 383.49**	

[a] Based on General Assembly resolution 55/5 B.
[b] Derived from application of the methodology established by the General Assembly in its resolution 42/220.
[c] Calculated on the basis of the membership, population and contribution factors.
[d] Excludes staff members from non-Member States.

Table A.9

Gender distribution of staff in the United Nations Secretariat by department or office and grade as at 30 June 2008

A. Staff in the Professional and higher categories in posts subject to geographical distribution

	USG		*ASG*		*D-2*		*D-1*		*P-5*		*P-4*		*P-3*		*P-2*		*P-1*		*Total*			
Department/office	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*Grand total*	*% Women*
CTED			1						1		2	1	1						5	1	6	17.00
DESA	1		2	1	6	2	20	10	36	24	42	40	27	25	22	18			156	120	276	43.00
DFS		1		1			2		1	5	3	12	12	10	8	4			26	33	59	56.00
DGACM	1		1		1	2	10	6	10	5	6	8	5	7	3	1			37	29	66	44.00
DM/CMP									1	2			4						5	2	7	29.00
DM/OCSS					1	1	8		15	4	20	9	23	12	10	6			77	32	109	29.00
DM/OHRM				1	1	1	2	2	4	8	11	13	6	11	3	5			27	41	68	60.00
DM/OPPBA			1		1	1	4	3	5	13	10	18	11	14	7	2			39	51	90	57.00
DM/OUSG		2			1	1	2	2	5	4	7	3		3	1	1			16	16	32	50.00
DM/SECCOM					1		1		2	2		1		1					4	4	8	50.00
DPA	1		1		4	2	9	5	12	11	20	16	8	7	8	4			63	45	108	42.00
DPI	1				2	1	7	11	18	15	40	27	31	46	15	26			114	126	240	52.00
DPKO	1		2		1	1	2	2	2	4		3	4	7	1	7			13	24	37	65.00
DSS	1				1	1	1	1	5	1	9	5	5	4	2	3			24	15	39	38.00
ECA	1					1	7	3	27	4	30	13	36	13	11	8			112	42	154	27.00
ECE	1				1		4	3	14	6	20	10	14	10	7	8			61	37	98	38.00
ECLAC	1						10	2	13	5	31	15	18	12	18	16			91	50	141	35.00
EO					1					1		1	1						2	2	4	50.00
EOSG	1	1	3		2		1	2	1	1	4	3		3	1	1			13	11	24	46.00
ESCAP		1			1		8	2	19	9	33	7	21	8	12	16			94	43	137	31.00
ESCWA	1						3	1	12	4	9	11	10	5	5	6			40	27	67	40.00
FM/DFS			4		1		3	1	12	10	16	12	11	14	8	5			55	42	97	43.00
IOB[a]									1	1			2						3	1	4	25.00
OCHA	1			1	1		2	2	10	7	7	13	10	8	3	6			34	37	71	52.00
ODA	1				1	1	1	2	10	1	8	1	1	2	1	3			23	10	33	30.00
OHCHR		1		1	2	1	4	1	18	9	20	27	23	30	9	23			76	93	169	55.00
OHRLLS	1					1			2	1	1			1	1	1			5	4	9	44.00
OIOS		1					2	1	5	2	9	5	5	11	4	4			25	24	49	49.00
OLA	1		1		2	2	4	5	12	3	6	12	9	7	4	9			39	38	77	49.00
OO			1							1				1					1	2	3	67.00
OSAA					1				1	2		1		3					2	6	8	75.00
OSRSG/CAAC		1								1	2								2	2	4	50.00
RC/NY									1			1							1	1	2	50.00
UNAT										1				1						2	2	100.00
UNCC																						
UNCTAD	1				3	2	9	4	26	10	31	16	29	24	14	11			113	67	180	37.00
UNEP	1				1		2	1	1	2	2	4	1	2		1			8	10	18	56.00
UNFIP					1		1	1						1					2	2	4	50.00
UN-Habitat		1			1		2	1	5	3	8	5	3	6	1	3			20	19	39	49.00
UNODC	1				1	1	7	1	13	3	9	17	7	17	3	6			41	45	86	52.00

Department/office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Grand total	% Women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
UNOG	1			1	1	1	6	4	11	3	15	9	11	19	5	16			50	53	103	51.00
UNON					1		1		2	1	2	2	5	4	2	4			13	11	24	46.00
UNOV					1	1	2	2	5	2	7	7	5	5	4	4			24	21	45	47.00
Total	**19**	**2**	**17**	**6**	**43**	**24**	**147**	**81**	**338**	**191**	**440**	**348**	**359**	**354**	**193**	**228**			**1 556**	**1 241**	**2 797**	**44.00**

[a] Inter-organizational bodies include the secretariat of the Joint Inspection Unit.

Table A.9
Gender distribution of staff in the United Nations Secretariat by department or office and grade as at 30 June 2008

B. Staff in the Professional category in posts with special language requirements

	P-5		*P-4*		*P-3*		*P-2*		*P-1*		*Total*			
Department/office	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*Grand total*	*% Women*
CTED					1						1		1	
DESA														
DFS														
DGACM	55	43	101	78	87	83	8	12			251	216	467	46.25
DM/CMP														
DM/OCSS														
DM/OHRM														
DM/OPPBA														
DM/OUSG														
DM/SECCOM														
DPA														
DPI														
DPKO														
DSS														
ECA			3	2	3						6	2	8	25.00
ECE	1					1					1	1	2	50.00
ECLAC			1	2		4		2			1	8	9	88.89
EO														
EOSG														
ESCAP	1		7		5	4					13	4	17	23.53
ESCWA			1	2		4		1			1	7	8	87.50
FM/DPKO					1	1					1	1	2	50.00
IOB[a]														
OCHA														
ODA														
OHCHR				1	1						1	1	2	50.00
OHRLLS														
OIOS														
OLA						1						1	1	100.00
OO														
OSAA														
OSRSG/CAAC														
RC/NY														
UNAT														
UNCC														
UNCTAD			1		1						2		2	

	P-5		P-4		P-3		P-2		P-1		Total			
Department/office	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*Grand total*	*% Women*
UNEP	1										1		1	
UNFIP														
UN-Habitat														
UNODC														
UNOG	31	19	71	42	36	34	3	2			141	97	238	40.76
UNON	1		10	5	4	4					15	9	24	37.50
UNOV	4	4	23	11	13	8	2	1			42	24	66	36.36
Total	**94**	**66**	**218**	**143**	**152**	**144**	**13**	**18**			**477**	**371**	**848**	**43.75**

[a] Inter-organizational bodies include the secretariat of the Joint Inspection Unit.

Table A.10
Staff at senior levels in posts subject to geographical distribution by nationality and grade as at 30 June 2008

	USG					*ASG*					*D-2*					*D-1*					*Total*				
Country of nationality	*2004*	*2005*	*2006*	*2007*	*2008*	*2004*	*2005*	*2006*	*2007*	*2008*	*2004*	*2005*	*2006*	*2007*	*2008*	*2004*	*2005*	*2006*	*2007*	*2008*	*2004*	*2005*	*2006*	*2007*	*2008*
Afghanistan																									
Albania																									
Algeria																3	1	1	1	1	3	1	1	1	1
Andorra																									
Angola																									
Antigua and Barbuda																									
Argentina	1	1	1	1	2						1	1	2	2	2	2	3	1	1	2	4	5	4	4	6
Armenia											1	1	1	1	1						1	1	1	1	1
Australia										1	1	1	2	2	1	2	2	3	3	3	3	3	5	5	5
Austria										1						1					1				1
Azerbaijan																									
Bahamas																									
Bahrain																									
Bangladesh	1	1	1	1												1	1	3	3	1	2	2	4	4	1
Barbados																									
Belarus																3	3	2	2	2	3	3	2	2	2
Belgium											2	2	3	3	2	5	6	4	4	3	7	8	7	7	5
Belize																									
Benin																									
Bhutan																	1	1	1			1	1	1	
Bolivia																									
Bosnia and Herzegovina																									
Botswana			1																				1		
Brazil	1				1			1	1	1	1	1				3	3	2	2	2	5	4	3	3	4
Brunei Darussalam																									
Bulgaria																1	1	1	2	2	1	1	1	2	2
Burkina Faso																2	2	2	1		2	2	2	1	
Burundi																									

Country of nationality	USG					ASG					D-2					D-1					Total				
	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008
Cambodia																									
Cameroon														1	1	1	1	1			1	1	1	1	1
Canada	1	2	1	1	1					1	1			1	2	6	4	5	4	2	8	6	6	6	6
Cape Verde																									
Central African Republic																									
Chad														1	1									1	1
Chile						1	1				1					2	4	3	2	2	4	5	3	2	2
China	1	1	1		1						2	2	2	1		6	4	6	9	8	9	7	9	10	9
Colombia	1	1	1	1													1	3	3	2	1	2	4	4	2
Comoros																									
Congo																									
Costa Rica																2	2	1	1		2	2	1	1	
Côte d'Ivoire																	1	1	2	2		1	1	2	2
Croatia																				1					1
Cuba																									
Cyprus											1										1				
Czech Republic											1	1	1	1	1						1	1	1	1	1
Democratic People's Republic of Korea																									
Democratic Republic of the Congo																									
Denmark								1	1		1	1									1	1	1	1	
Djibouti																				1					1
Dominica																									
Dominican Republic																			1	1				1	1
Ecuador																1	1	1	1		1	1	1	1	
Egypt	1	1	1	1	1						1	1	1	1	2	3	2	1	3	4	5	4	3	5	7
El Salvador																									
Equatorial Guinea																									
Eritrea																				1					1
Estonia																									

Country of nationality	USG					ASG					D-2					D-1					Total				
	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008
Ethiopia								1	1	1	1	1				3	2	2	1	1	4	3	3	2	2
Fiji																									
Finland											1	1	1	1		1	1	1	2	1	2	2	2	3	1
France	1	1	1	1	1	1			1	1	3	2	3	1	2	10	15	15	17	15	15	18	19	20	19
Gabon																									
Gambia			1	1	1						2	1	1					1	1	1	2	1	3	2	2
Georgia																			1	1				1	1
Germany	1	1	1	1	2	1	1	1	1		4	4	4	7	7	9	13	12	14	15	15	19	18	23	24
Ghana	1	1											1	1	1	2	2	2	2	2	3	3	3	3	3
Greece																1	1	2	3	3	1	1	2	3	3
Grenada																									
Guatemala										1															1
Guinea																									
Guinea-Bissau																									
Guyana						1				1	1	1	1	1		1	2	2	2	2	3	3	3	3	3
Haiti											1									1	1				1
Honduras																									
Hungary																1	1	1	1	3	1	1	1	1	3
Iceland																									
India	1	1	2	1	1						2	2	2	2	2	7	6	9	7	7	10	9	13	10	10
Indonesia																									
Iran (Islamic Republic of)														1	1	2	3	4	3	2	2	3	4	4	3
Iraq																2	3	2	1		2	3	2	1	
Ireland						1	1							1	1	1	1	1			2	2	1	1	1
Israel																2	1	1	2	2	2	1	1	2	2
Italy	1	1	1	1	1	1	1	1	1		3	3	3	3	3	2	1	1	3	3	7	6	6	8	7
Jamaica						1	1	1	1												1	1	1	1	
Japan	1	1	1	1	1						1	2	2	2	2	5	3	4	3	3	7	6	7	6	6
Jordan													1	1	1			1	1	1			2	2	2
Kazakhstan																									
Kenya																2	2	2	1	1	2	2	2	1	1

Country of nationality	USG					ASG					D-2					D-1					Total				
	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008
Kiribati																									
Kuwait											1	1									1	1			
Kyrgyzstan																									
Lao People's Democratic Republic																									
Latvia																									
Lebanon												1				1					1	1			
Lesotho																									
Liberia																1	1			1	1	1			1
Libyan Arab Jamahiriya																	1			1		1			1
Liechtenstein																									
Lithuania																									
Luxembourg																									
Madagascar																									
Malawi																									
Malaysia							1	1	1	1					1	1	1	2	3	2	1	2	3	4	4
Maldives																									
Mali					1						1	1	1	1	2	1	2	2	3	3	2	3	3	4	6
Malta												1				1					1	1			
Marshall Islands																									
Mauritania																1					1				
Mauritius						1					1										2				
Mexico			1	1	1						2	4	4	4	2	4	3	2	1	1	6	7	7	6	4
Micronesia (Federated States of)																									
Monaco																									
Mongolia																									
Montenegro																									
Morocco																1	1			1	1	1			1
Mozambique															1	1	1	1			1	1	1		1
Myanmar																									
Namibia						1	1	1													1	1	1		

Country of nationality	USG					ASG					D-2					D-1					Total				
	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008
Nauru																									
Nepal																									
Netherlands								1			1	1	2	2	2	5	3	3	3	5	6	4	6	5	7
New Zealand						1	1	2	2	2	1	2	2	1	1	2	1	2	2	2	4	4	6	5	5
Nicaragua																									
Niger											1	1	1	1	1						1	1	1	1	1
Nigeria			1											2	2	2	3	3		1	2	3	4	2	3
Norway	1	1	1								1										2	1	1		
Oman											1	1				1	1				2	2			
Pakistan	1						1	1			2	2	1	1		2	2	2	2	3	5	5	4	3	3
Palau																									
Panama											1	1	1	1							1	1	1	1	
Papua New Guinea																									
Paraguay																									
Peru											2	1				3	3	3	2	2	5	4	3	2	2
Philippines											1										1				
Poland			1	1	1											2	2				2	2	1	1	1
Portugal																									
Qatar					1																				1
Republic of Korea	1	1	1	1					1	3							1	1	1		1	2	2	3	3
Republic of Moldova																1	1	1	1	1	1	1	1	1	1
Romania																	1	1	1	1		1	1	1	1
Russian Federation	1	1	1	1	1					1	2	3	4	4	4	11	14	16	13	11	14	18	21	18	17
Rwanda																									
Saint Kitts and Nevis																				1					1
Saint Lucia																									
Saint Vincent and the Grenadines																									
Samoa																									
San Marino																									
Sao Tome and Principe																									

Country of nationality	USG					ASG					D-2					D-1					Total				
	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008
Saudi Arabia																1	1		1	1	1	1		1	1
Senegal						1					2	2	2	2	2	2	2	2	1	2	5	4	4	3	4
Serbia																									
Seychelles																	1	1	1	1		1	1	1	1
Sierra Leone											1	1	1					1	2	2	1	1	2	2	2
Singapore	1				1	1	1	1	1		1	1	1	1	1	3	3	2	1	1	6	5	4	3	3
Slovakia	1	1																			1	1			
Slovenia						1	1					1	1	1	1	1					2	2	1	1	1
Solomon Islands																									
Somalia																									
South Africa										1				1	1				1	1				2	3
Spain																1	1	1	1		1	1	1	1	
Sri Lanka			1	1	1																		1	1	1
Sudan																1	1	1			1	1	1		
Suriname																									
Swaziland																1					1				
Sweden			1	1	1	1	2	2	2		1	1	1	1	1	1	1	1	1	1	3	4	5	5	3
Switzerland		1	1	1	1									1	1	3	3	3	2	3	3	4	4	4	5
Syrian Arab Republic																	2					2			
Tajikistan																									
Thailand			1	1	1											2	2	2	2	2	2	2	3	3	3
The former Yugoslav Republic of Macedonia																									
Timor-Leste																									
Togo																				1					1
Tonga																									
Trinidad and Tobago											1	1	1	1	1	1	1				2	2	1	1	1
Tunisia						1	1	1	2	1	1					3	2	2	2	2	5	3	3	4	3
Turkey																4	4	3	1		4	4	3	1	
Turkmenistan																									
Tuvalu																									

Country of nationality	USG					ASG					D-2					D-1					Total				
	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008
Uganda							1	1	1	1	1	1	1	1	1	3	2	2	3	3	4	4	4	5	5
Ukraine																2	2	2	2	4	2	2	2	2	4
United Arab Emirates																									
United Kingdom of Great Britain and Northern Ireland	1	2	2	2	2	1	2	1	2	1	7	4	4	3	2	10	10	11	15	20	19	18	18	22	25
United Republic of Tanzania	1	1	1	2	2																1	1	1	2	2
United States of America	1	1	1	1	1	1	2	3	4	4	8	5	6	5	6	37	38	42	36	39	47	46	52	46	50
Uruguay											1	1									1	1			
Uzbekistan																									
Vanuatu																1	1				1	1			
Venezuela (Bolivarian Republic of)											1	1	1	1	1	1	1	1	1	1	2	2	2	2	2
Viet Nam																									
Yemen																1					1				
Zambia																1	1	2	1	1	1	1	2	1	1
Zimbabwe																			1	2				1	2
Subtotal	**22**	**22**	**28**	**24**	**28**	**17**	**19**	**21**	**23**	**23**	**76**	**67**	**66**	**70**	**67**	**216**	**221**	**223**	**218**	**227**	**331**	**329**	**338**	**335**	**345**
Others																									
Palestine																		1	1	1			1	1	1
Stateless								1	1		1	1									1	1	1	1	
Subtotal								**1**	**1**		**1**	**1**						**1**	**1**	**1**	**1**	**1**	**2**	**2**	**1**
Total	**22**	**22**	**28**	**24**	**28**	**17**	**19**	**22**	**24**	**23**	**77**	**68**	**66**	**70**	**67**	**216**	**221**	**224**	**219**	**228**	**332**	**330**	**340**	**337**	**346**
Economic grouping																									
Developing countries	12	9	15	12	15	8	8	9	9	11	36	32	26	29	27	92	92	88	82	83	148	141	138	132	136
Developed countries	8	11	11	10	11	8	10	12	14	11	36	29	33	34	33	102	104	111	113	118	154	154	167	171	173
Countries with economies in transition	2	2	2	2	2	1	1			1	4	6	7	7	7	22	25	24	23	26	29	34	33	32	36
Total	**22**	**22**	**28**	**24**	**28**	**17**	**19**	**22**	**24**	**23**	**77**	**68**	**66**	**70**	**67**	**216**	**221**	**224**	**219**	**228**	**332**	**330**	**340**	**337**	**346**

Table A.11
Methodology for deriving weighted ranges

Grade	*(1)* *Number of staff*	*(2)* *Percentage of total*	*(3)=(2)x base* *Weighted number of staff*	*(4)* *Salary*[a]	*(5)=(3) x (4)* *Weighted base figure*
USG	28	1.00	31.03	190	5 896
ASG	23	0.82	25.49	173	4 410
D-2	67	2.40	74.26	142	10 545
D-1	228	8.15	252.70	129	32 598
P-5	529	18.91	586.31	107	62 735
P-4	788	28.17	873.36	88	76 856
P-3	713	25.49	790.24	72	56 897
P-2	421	15.05	466.61	58	27 063
Total	**2 797**	**100.00**	**3 100.00**		**277 001**

[a] Gross annual salary, in United States dollars, divided by 1,000. Salary scale effective 1 January 2008.